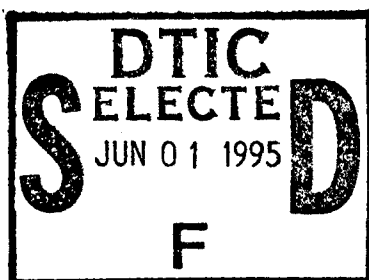


# NAVAL POSTGRADUATE SCHOOL MONTEREY, CALIFORNIA



## THESIS

**PEACEKEEPING AND U.N. OPERATIONAL  
CONTROL: A STUDY OF THEIR EFFECT ON  
UNIT COHESION**

by

Ernest G. Cunningham

March, 1995

Thesis Co-Advisors:

Patrick Parker  
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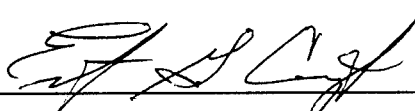
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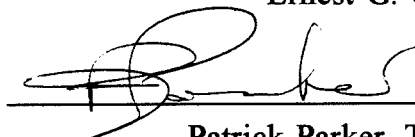
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## **ABSTRACT**

Unit cohesion, the human element in combat, is critical to a unit's ability to survive and conduct successful warfare. Several factors can degrade unit cohesion and subsequently, combat effectiveness. This study concentrates on two such factors, U.S./U.N. operational control and operations other than war (OOTW).

A survey was conducted on 300 U.S. Marine Corps soldiers. The results revealed that non-traditional missions were acceptable to a majority of the soldiers if these missions were conducted in the United States and under U.S. operational control. When the question shifted to missions conducted outside the U.S., however, a notable shift towards negative responses occurred. The most significant responses were to missions conducted under United Nations operational control. Fully 64.0 percent of the soldiers disagreed with participation in any of the missions listed when under United Nations operational control.

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## I. INTRODUCTION

### A. INTRODUCTION

The core theme of this thesis is unit cohesion. Unit cohesion is historically recognized as the single most critical element in an effective combat fighting force. The Vietnam conflict provided an illuminating example. The significant role of unit cohesion among the Viet Cong was well documented in light of the vast superiority of U.S. war fighting technologies and control of the air. This thesis highlights two factors affecting unit cohesion, peacekeeping missions (OOTW) and U.S. versus U.N. operational control.

Faced with the reality of individual and unit survival, the soldier is a product of his indoctrination, training and camaraderie development. The responsibility of his instructors is to hone the soldier into both a single and unit fighting entity. Though an individual, each soldier must also become a cohesive element. The essence of his education and training is to foster the importance and promote the principles that unit cohesion plays in combat effectiveness.

Factors which erode or subvert unit cohesion must be recognized, understood and avoided. This thesis addresses two factors which are hypothesized to impede achieving unit cohesion among U.S. combat soldiers. The two factors are United Nations operational control and operations other than war (OOTW).

This is an empirical study which investigates three hypotheses. The first hypothesis is that combat soldiers will express reservations about participation in non-traditional missions. The second hypothesis is that, as the missions grow more and more non-traditional and are placed under United Nations operational control, there will be an increase in the percentage of negative responses. The third hypothesis is that in all cases there will be a significant diversity of opinion among the soldiers.

## **B. DEFINITIONS**

Several terms are used in this document which may be unfamiliar to the reader. This section provides a listing and definition of these terms. The terms are not redefined in the text.

1. Non-traditional missions - Term used in the text of this study to substitute for both operations other than war and peace operations.
2. Operations Other Than War (OOTW) - Military activities during peace time and conflict that do not necessarily involve armed clashes between two organized forces. [Ref. 1]
3. Peace operations - An umbrella term that encompasses three types of activities; activities with predominantly diplomatic lead (preventive diplomacy, peacemaking, peace building) and two complimentary, predominately military activities (peacekeeping and peace enforcement). [Ref. 2]
4. Peace building - The post-conflict actions, predominately diplomatic, that strengthen and rebuild civil infrastructure and institutions in order to avoid a relapse into conflict. [Ref. 3]
5. Peace enforcement - The application of military force or the threat of its use, normally pursuant to international authorization, to compel compliance with generally accepted resolutions or sanctions. These resolutions authorizing peace enforcement are to maintain or restore peace and support diplomatic efforts to reach a long-term political settlement. [Ref. 4]
6. Peacekeeping - Neutral military or paramilitary operations that are undertaken with the consent of all major belligerents; designed to monitor and facilitate implementation of an existing truce and support diplomatic efforts to reach long-term political settlement. [Ref. 5]
7. Operational control (PDD-25) - A subset of command given for a specific time or mission. It includes the authority to assign tasks to U.S. forces already deployed by the President and assign tasks to U.S. led units by U.S. officers. Within the limits of operational control, a foreign U.N. commander cannot change the mission or deploy U.S. forces outside the area of responsibility agreed to by the President, separate units, divide their supplies, administer discipline,

promote individuals or change the internal organization of units.  
[Ref. 6]

8. Executive Agreement - Often a substitution for a treaty made by the President but not requiring the need for Senate approval. Such agreements may bind the government just as in a treaty (*U.S. v. Belmont*, 301 U.S. 324). However, such agreements can reach only narrower topics or be entered into pursuant to formal authority delegated by the Congress in particular legislation (*State of Russia v. National City Band of N.Y.*, C.C.A.N.Y, 69 F.2d 44, 48). [Ref. 7]
9. Treaty - An agreement made between the United States and one or more independent nations. Under the U.S. Constitution, Article II, Section 2 the President has sole authority to initiate and make treaties, which must be approved by the Senate before they become binding on citizens of the United States as law. A treaty is not only a law but also a contract between two nations and must, if possible, be construed so as to give full force and effect to all its parts (*United States v. Reid*, C.C.A.Or., 73 F.2d 153, 155). [Ref. 8]

### C. HISTORICAL BACKGROUND

Beginning with the U.S. involvement in the Korean conflict, an ever increasing pattern of U.S. involvement in conflicts and missions without a declaration of war by the U.S. Congress has emerged. These operations other than war have conveniently used the vast array of capabilities inherent to the military establishment. Recently, however, they have influenced levels of readiness and resources to a point of concern.

The commitment of forces in operations other than war (OOTW) presented an opportunity to investigate the effects of OOTW on the attitudes of combat soldiers. Attitude plays a linchpin role in a soldier's commitment to the mission. This consideration is different from that of obeying lawful orders. A military unit may follow orders without question, but the overall attitude of the unit towards the mission and the degree of concerns can be very influential in the maintenance of unit cohesion and quality of performance.

The legitimacy of operations other than war is rooted in the constitutional powers of the Executive. Executive legitimacy to initially commit troops to conflicts is also supported in Section 5 of the War Powers Resolution in the absence of a declaration of war by the Congress. Finally, the definition and possibly the expansion of Executive powers with respect to multilateral peacekeeping operations were expressed by the signing of Presidential Decision Directive 25 in May 1994. There are several unresolved issues surrounding OOTW. This thesis addresses some of these issues.

#### **D. METHODOLOGY**

A literature review revealed that several works had dealt with singular peacekeeping operations. Some had recorded data reflecting soldiers' attitudes on how they felt about being assigned to the mission and their perceived roles in peacekeeping. By 1993, several peacekeeping operations had been conducted and the introduction of United Nations command elements over U.S. forces witnessed. These circumstances have provided an opportunity to conduct a study focusing on soldiers' attitudes toward participating in the spectrum of peace operations with the possible inclusion of United Nations officers commanding U.S. forces.

This study provides information in the context of unit cohesion and the influence of attitudes upon it. A survey was administered to 300 U.S. Marines to capture the mood of current attitudes. Three scenarios were presented: Scenario One - missions conducted in the U.S. under U.S. command; Scenario Two - missions conducted internationally under U.S. command; Scenario Three - missions conducted internationally under U.N. command. Since no peacekeeping field training exercises had been conducted prior to actual operations before September 1994, three questions on the peacekeeping field training exercises were included. The results on these three questions were used to help determine whether such exercises were acceptable and desired by U.S. soldiers. Finally, since U.S. Marines have been the primary participants

in peacekeeping operations, they were chosen as the most valid respondents available.

#### **E. APPROACH**

The changed environment of the post-cold war era, particularly the draw-down of U.S. forces, the expansionary roles of peacekeeping operations and the inclusion of United Nations command elements, made it important to concentrate on unit cohesion, a subject that is as vitally important to combat effectiveness today as it has ever been. Though many factors can influence unit cohesion, the approach to this study was to concentrate on two factors that have been introduced by changes in U.S. foreign policy emphasis, United Nations operational control and operations other than war (OOTW).

#### **F. CHAPTER DESCRIPTION**

Chapter I provides an introduction, definitions, historical background, methodology and approach to this thesis.

Chapter II provides a presentation of legal provisions that have made U.S. involvement in operations other than war possible.

Chapter III is a general overview of military unit cohesion.

Chapter IV describes the methodology used in the research.

Chapter V provides a descriptive guide critical to interpreting the data presented in Chapter VI and the tables in Appendix B.

Chapter VI is the interpretation and analysis of the data gathered by the *Combat Arms Survey*.

Chapter VII presents the conclusions reached from the research.

Appendix A contains the *Combat Arms Survey*.

Appendix B contains the entire set of data tables in consecutive order.



## **II. OPERATIONS OTHER THAN WAR**

### **A. INTRODUCTION**

Operations Other Than War (OOTW) are controversial. Though they may be legitimate, is it desirable for the United States to adopt a foreign policy in which they become a frequent and casual tool of U.S. diplomacy? Certainly, the United States as a super power is capable of waging and supporting such operations whether in concert with the United Nations or unilaterally.

This chapter provides a brief introduction on the legal provisions that have made U.S. involvement with operations other than war (OOTW) possible in the last fifty years.

### **B. U.S. CONSTITUTION AND U.N. CHARTER**

The United Nations Charter, signed June 26, 1945, created the United Nations on October 24, 1945 after the Charter had been ratified by the five permanent members of the Security Council - China, France, the USSR, the United Kingdom and the United States. [Ref. 9] George L. Sherry, former Assistant Secretary-General for Special Political Affairs at the United Nations, has stated that "the UN Charter is the law of the land". [Ref. 10] What is interesting, however, is not which document is the law of the land for the United States, but how the U.S. Constitution by its design provisionally incorporates the U.N. Charter. The ratification of the U.N. Treaty by the U.S. Senate, provided a supreme Law of the Land status to the U.N. Charter through Article VI, clause 2 of the U.S. Constitution:

This Constitution, and the Laws of the United States which shall be made in Pursuance thereof; and all Treaties made, or which shall be made, under the Authority of the United States, shall be the supreme Law of the Land. [Ref. 11]



### C. TREATIES

Prior to and after the ratification of the U.S. Constitution, treaties have been made between the U.S. and other countries. With the ratification of the Constitution containing the supremacy clause, those treaties already made were as binding and legal as any made at a later date.

Though treaties may provide added assurances, they can be a source of international entanglements. President George Washington, in his farewell address, stated the concern and gravity of entering treaties and extending alliances with other nations:

It is our true policy to steer clear of permanent alliances with any portion of the foreign world, so far, I mean, as we are now at liberty to do it; for let me not be understood as capable of patronizing infidelity to existing engagements. I hold the maxim no less applicable to public than to private affairs that honesty is always the best policy. I repeat therefore, let those engagements be observed in their genuine sense. But in my opinion it is unnecessary and would be unwise to extend them. Taking care always to keep ourselves by suitable establishments on a respectable defensive posture, we may safely trust to temporary alliances for extraordinary emergencies. [Ref. 12]

As guidance and admonishment to the nation in the years to come, President Washington stated:

The great rule of conduct for us in regard to foreign nations is, in extending our commercial relations to have with them as little political connection as possible. So far as we have already formed engagements let them be fulfilled with perfect good faith. Here let us stop. [Ref. 13]

To date, no treaty has been declared unconstitutional by the U.S. Supreme Court. [Ref. 14] Though circumstances at a particular time may have warranted the necessity for a treaty, in the absence of continuing circumstances, the binding and obligatory contract remains for future generations. From the case of *Doe v. Braden* of 1853 it was stated:

[T]he treaty is...a law made by the proper authority, and the courts of justice have no right to annul or disregard any of its provisions, unless they violate the Constitution of the United States. [Ref. 15]

Thus, until a treaty comes under judicial scrutiny and is ruled unconstitutional, its provisions remain in effect as does the U.S. government's obligation to fulfill them. The Supreme Court has made numerous rulings on the binding power of treaties. This contractual relationship between the United States and other countries carries certain obligations and responsibilities. When U.S. national interests are threatened that include a partner through a treaty, the U.S. is obligated to respond. That response may include the Executive's authority to use military force.

#### **D. EXECUTIVE AGREEMENTS**

Executive agreements first appeared nearly one hundred years after the ratification of the Constitution. The first of these, and many thereafter, dealt with trade policy. [Ref. 16] Executive agreements are of two types, either Congressional or Presidential. From 1890 until 1953, one hundred Congressional agreements had been enacted. [Ref. 17]

The stated purpose of executive agreements has been to provide flexibility in negotiating international compacts without the due process or formal binding power of treaties. [Ref. 18]

The Congress or the President may act separately with respect to forming these agreements. However, if the Congress agrees to authorize appropriations to support a Presidential agreement, the agreement becomes a Congressional-Executive agreement. This action though, does not confer treaty powers upon the legislature. But, the 1942 Supreme Court case, *U.S. v. Pink*, gave the opinion that executive agreements have the same force and effect as treaties. [Ref. 19] This particular ruling has generated much debate and concern since domestic adherence to provisions of treaties, not executive agreements, occurs

only with a two-thirds ratification vote by the Senate. [Ref. 20] This opinion made clear that if an executive agreement is implemented in situations where the President has full power in his own right, that Congressional appropriations are not necessary for its implementation. The importance of this opinion of the high court is first, that it establishes the legitimacy for the President alone, to make legal agreements with other nations or sovereigns. Second, if the President feels the implementation of the agreement is threatened by a foreign power, the President as Commander-in-Chief may act.

The President as the primary elected guardian of the United States has the flexibility and authority to act decisively and immediately should urgency demand it. From impromptu armistice agreements to a guarantee of action to foreign leaders, the President has the sole authority and legitimacy to act. This act may be on behalf of the nation or as a partner through treaties or Executive agreements.

#### **E. PRESIDENTIAL DECISION DIRECTIVE 25 (PDD-25)**

Though PDD-25 is classified, a document providing the key elements of PDD-25 was released by the White House in May 1994, under the title, "The Clinton Administration's Policy On Reforming Multilateral Peace Operations." [Ref. 21] This publicly released document addresses the promotion and involvement of the United States in operations other than war whether unilaterally or multilaterally with the United Nations in terms of military intervention. Further, it provides an outline of the terms of operational control of United Nations personnel over U.S. forces. PDD-25 represents the legitimate aspect of executive prerogative to commit forces in actions spanning the spectrum of peace operations. Its legitimacy is derived from: the authority of the President's enumerated powers in Article II of the U.S. Constitution, the treaty with the United Nations, Chapters VI and VII of the U.N. Charter, Section 5 of the War Powers Resolution of 1973, obligations formed through alliances with NATO, and the Partnership For Peace agreement.

## **F. LEGITIMACY**

The above paragraphs have touched upon some of the legitimate provisions allowing the United States to engage in military operations without a declaration of war by the Congress. Both the Korean and Vietnam police actions were the result of United Nations resolutions passed by the Congress and signed by the Presidents involved. [Ref. 22] It may seem that the President may use his powers as Commander-in-Chief to engage military personnel in OOTW including an invasion of another country as though he were a monarch. But such is not the case, for Article I, Section 8 is very explicit in reserving the power of appropriations solely to the Congress. [Ref. 23] This enumerated power of the Congress provides the check and balance in the separation of powers between the two branches. The Congress may decide to exercise this authority and refuse to authorize appropriations for operations decided by the President.

## **G. A QUESTION OF JUSTIFICATION**

Operations other than war and placing U.S. forces under operational control of United Nations personnel are legitimate. But a consideration that must not be shunned is one of justification. The United States can provide a tremendous amount of resources and personnel to promote democracies, engage in humanitarian crusades, build nations, wage drug wars, provide for an environment of peace through presence, aid in disaster relief, lead in environmental clean-ups, and execute peace enforcement operations. But is the United States justified in conducting these operations and subjecting her soldiers to United Nations operational command? If the commitment to OOTW results in a degradation of the U.S. Armed Forces' readiness, a shortage of funding for manning, personnel and training, or a negative attitude on the part of the U.S. soldiers who perform these missions, is the commitment justified?

Critical to the performance and ultimately the combat effectiveness of a fighting force is unit cohesion. There may exist in the U.S. combat force a

negative impact on unit cohesion from attitudes toward OOTW and the future possibility of U.N. operational control. The survey results in this study reveal, for 300 U.S. Marine Corps soldiers, their feelings and attitudes toward OOTW and U.N. operational control.

### **III. UNIT COHESION**

#### **A. INTRODUCTION**

This chapter provides a general overview of military unit cohesion, specifically, its definition, its sociological and psychological aspects, and some of the factors which influence it.

Chief of Staff Edward Meyer (1982) defined unit cohesion as:

[T]he bonding together of soldiers in such a way as to sustain their will and commitment to each other, the unit, and mission accomplishment, despite combat or mission stress. [Ref. 24]

This definition is derived from centuries of observation of the importance of cohesion in military units engaged in battle. Military tactics have evolved in the face of changing circumstances. The rapid deployment of small force contingents for regional conflicts has become increasingly important. But the requirement for unit cohesion has remained as great as ever. Large unit deployments with standing opposing armies have not occurred since the Korean police action. The changes in the size and composition of contingents deployed to an enormous variation of terrain and temperatures have been experimental. The shift to littoral warfare, low-intensity conflicts, and operations other than war that may involve peace enforcement continue to place great demands on the military. The need to develop and maintain small unit cohesion however, has not changed.

#### **B. SOCIOLOGICAL/PSYCHOLOGICAL ASPECTS**

The sociological and psychological aspects of unit cohesion are centered around the physical and mental well-being of the soldier in relation to his peers and command. Shils and Janowitz (1948) stated:

When the soldier's immediate group, and its supporting formations, met his basic organic needs, offered him affection and esteem from both officers and comrades, supplied him with a sense of power and adequately regulated his relations with authority, the element of self-concern in battle, which would lead to disruption of the effective functioning of his primary group, was minimized. [Ref. 25]

The physical and mental relationship is inseparable. Each contributes to the state of the other. Degradation of physical well-being as a result of inadequate water, food, rest and shelter degrades mental well-being, promoting fatigue, depression, self-pity, withdrawal and seclusion. On the other hand, if the mental needs of social acceptance, esteem, empowerment, bonding and purpose are not structured and fostered, the soldier loses the motivation to maintain and sustain the physical well-being. The organization is responsible for establishing and maintaining the organic or physical needs as well as the military-oriented sociological framework which builds and encourages morale and unity. In so doing, the organization supports the soldiers who in turn support the organization in its purpose. Through indoctrination the organization provides the purpose for the soldier and the unit. As Henderson states:

The soldier is constantly reminded of his responsibilities to his buddies, to his leaders, to the squad, to the platoon, and ultimately to the people and the nation or party through the structure of his immediate unit. [Ref. 26]

The essence of a unit's function as summarized from Henderson is:

The unit serves as a basic, tactical, fire-and-maneuver or service unit. It functions as a "buddy group" satisfying the basic physiological and sociological needs of the individual soldiers. It is led by a dominant group, which establishes behavioral norms, and incorporates a self-correcting system to maintain the norms through reporting, rewards and punishments. [Ref. 27]

In contrast to definitions derived from a long history of battlefield experiences, a recent study conducted by the U.S. Army Research Institute in 1993, defined cohesion as "care about each other, feel very close and like one another." [Ref. 28] This terminology seems to suggest that soldiers have a subjective relationship rather than one borne of respectability and dependability through performance and capability. Unfortunately, this recent study lacks evidence for this new view of cohesion. A Korean war study by Clark addressing this very issue, stated:

[S]oldiers can and do distinguish between likability and military dependability, choosing different colleagues with whom to perform a risky mission and to go on leave. [Ref. 29]

Hence, a soldier can have great admiration and respect for a fellow soldier's capability and dependability, but not "like and feel very close" to him or her.

### **C. VERTICAL AND HORIZONTAL COHESION**

Cohesion is formed both vertically and horizontally. [Ref. 30] The vertical represents the cohesion of leaders with their soldiers while the horizontal represents the cohesion of the soldier with the peers in his unit.

The unit leader is the most crucial element in the development of unit cohesion. Leaders must foster an environment conducive to unit cohesion and define the unit's purpose. Henderson summarizes these functions as: transmitting the organization's goals to the small group; leading the unit in achieving its goals; maintaining the desired small-group norms by ensuring organizational support and detection and correction of deviance; and creating or maintaining an ideologically sound soldier through setting example, teaching, or indoctrination. [Ref. 31] Leaders, depending on their capabilities, can either enhance or degrade unit cohesion. Unit cohesion is not static. Once gained, it can easily be lost. One major incident that can affect the cohesion of a unit is the loss of its leader by attrition or transfer. Even if the new leader



is very capable, the process of face-to-face bonding between the leader and the unit is time consuming. In this case, the horizontal cohesion level achieved by the unit prior to the departure of the old leader will play a significant role in determining the time-to-success rate for the new leader and the unit.

Horizontal unit cohesion is the bonding of the individual soldiers with their peers. Though each soldier is an individual, individuality is deemphasized to foster a spirit of unity where concern for the well-being and survival of the peers is greater than the concern for the individual. [Ref. 32] This requires an intensive resocialization process which replaces the typically individualistic civilian mindset with the group mindset. This is necessary and critical for military effectiveness. Freedoms as a whole are redefined and regulated. The unit takes on an identification all its own and exists, in a sense, as a small communal organism within a community. Shils and Janowitz recorded a German soldier's statement expressing this relationship:

The company is the only truly existent community. This community allows neither time nor rest for a personal life. It forces us into its circle, for life is at stake. Obviously, compromises must be made and claims surrendered. Therefore the idea of fighting, living, and dying for the fatherland is but a relatively distant thought. At least it does not play a great role in the practical motivation of the individual. [Ref. 33]

The motivation to fight and die for one's comrade above and beyond the more abstract thought of country or a great cause has been supported by both soldier and social scientist writers. When faced with the realities of battle, it is the comrade engaged along side in a mutual effort to survive who is important and not some abstract ideology or thoughts of country. Hence the programs that create the framework of norms, expectations, regulations, rewards, punishments and purpose are designed to create and build upon the fabric of the small unit community.

Though the soldier continues to fight and face death with primary motivation derived from the presence of comrades, there are occasions in battle

when horizontal cohesion is destroyed as a result of intense battle and comrade attrition. At this point the vertical aspect of cohesion in the form of secondary allegiance becomes paramount in providing the higher cause and larger unit identification necessary to motivate the soldier to continue to fight. Through the primary leader, the larger unit identification, its goals, purpose, and ideals, must be interwoven with the fabric of the small unit's cohesion building process.

#### **D. FACTORS INFLUENCING UNIT COHESION**

Some of the factors influencing small unit cohesion include the mood of the nation, the perceived competence in the use of military forces by the supreme governing authority, the competence of the military leadership throughout the chain of command, and the attitudes of the individual soldier. These factors vary both in the context and the strength of their influence as determined by the nation's state of war or peace. A breach of unity and harmony at any of the above points can result in a degradation of unit cohesion and overall military effectiveness. Sun Tzu in 400 B.C. summarized this interrelationship:

There are four matters in which concord may be lacking. When there is discord within the country the army can not be mobilized. When there is discord in the army it can not take the field. When there is lack of harmony in the field the army can not take the offensive. When there is lack of harmony in battle the army can not win a decisive victory. [Ref. 34]

A nation's support is critical to the personal commitment its soldiers take to a conflict. Unlike other forms of government, the U.S. government is established by its Constitution into three separate branches of power. The powers to declare the nation at war and to conduct war, are granted exclusively to the Congress and the Executive respectively. This separation of powers contrasts to the combined powers of a monarch. The Framers perceived the

U.S. Congress as a large representative body that could best determine the mood of the nation and decide whether it is wise to declare war. But the Framers also granted the Executive the latitude to use the Federal troops under his command as a tool of diplomacy when he deemed it appropriate. This was the case in both Korea and Vietnam. Though both actions committed vast forces and resources to a battle, in neither case did the Congress declare war. Further, both actions were the result of Congressional resolutions, commensurate with the United Nations and its Charter. [Ref. 35] The Korean police action caused great consternation among many reservists who felt their mobilization violated due process. [Ref. 36] In a study by Camp and Carney, the attitude of many American soldiers in Vietnam was expressed in a widely disseminated acronym with the initials UUUU - the unwilling, led by the unqualified, doing the unnecessary for the ungrateful. [Ref. 37] Especially in the Vietnam conflict, an emerging disfavor from the nation led to the war's end. The personal commitment of the soldiers over time witnessed a pendulum effect. History shows that a military force depends on its nation's support to maintain its personal commitment and unit cohesion.

Another factor is the manner of use or the missions the military are ordered to perform. Soldiers have recently been used in operations directed at establishing regional peace, promoting security, building democracies and rendering humanitarian aid in a number of countries. These are new missions for combat soldiers. Yet, up to this point, U.S. soldiers have received little or no training in programs to establish their competence in peacekeeping operations. That's because there are no such programs. U.S. soldiers are being expected to perform as if there is no difference between the capabilities of a combat soldier and those of a peacekeeper.

The term peacekeeping, in its early post World War II form, described operations used to rescue civilian nationals: Lebanon in 1958, Dominican Republic in 1965, Grenada in 1983. [Ref. 38] But in 1982, the meaning began to change as a result of the agreements made at Camp David by President

Jimmy Carter. Out of these agreements, the U.S. sent troops to the Sinai. [Ref. 39] In this mission, the leadership considered unit cohesion a paramount concern, and later a study conducted by Segal with the troops stationed at the Sinai confirmed this:

While a few soldiers felt that the Sinai Multinational Force and Observers (MFO) was worthwhile, the great majority felt either that the existence of a treaty between Israel and Egypt made an interposed military force unnecessary, or that if Israel and Egypt went to war, the presence of the MFO would not make a difference. The peacekeeping mission was not meaningful to these soldiers. [Ref. 40]

Miller and Moskos, in a study on attitudes of soldiers in Operation Restore Hope conducted in Somalia, found that the majority of soldiers disagreed with the U.S. sending military personnel to Somalia especially when the mission changed from humanitarian assistance to peacekeeping. [Ref. 41] Soldiers' belief in a mission is critical to unit cohesion. [Ref. 42] If soldiers do not believe in their mission or in their governing authority's competence to make these decisions, unit cohesion suffers.

Leadership, from the Commander-in-Chief to the small unit officer, is another contributing factor in small unit cohesion. The consequences of a military administrator-in-charge lacking appropriate military qualifications can include displacing the confidence of his officers. [Ref. 43] If the leadership in the upper levels of the organization has doubts and ill-defined purpose, so too will the leadership at lower levels. In the lower levels of leadership, the amount of trust that soldiers place in their leaders depends on three qualities: professional capability (technical competence), credibility as a source of information, and the amount of care and attention that leaders pay to their men. [Ref. 44] Crucial for building trust in these three areas is the time-consuming face-to-face daily association of the small unit leaders with their men.

The formation of a soldier's attitude is complex. His attitude reflects an accumulation of factors including childhood, religion, education, culture, race, and heritage. The activities designed by military indoctrination and training conform the soldier into a cohesive member of the unit. If the individuals in a unit have great diversity in their background and values, achieving a high degree of unit cohesion can be very difficult. But by its nature, military training and indoctrination can minimize many of these otherwise detracting influences. A study by Grinker and Spiegel (1945) described the process in these terms:

Friendships are easily made by those who might never have been compatible at home, and are cemented under fire...Such powerful forces as antisemitism, anticatholicism or differences between Northerners and Southerners are not likely to disturb interpersonal relationships in a combat crew...The camaraderie is so effective that even the arbitrary distinctions imposed by the military caste system, probably one of the most rigid social devices in the world, are noticeably weakened. [Ref. 45]

It is paramount to understand the factors which influence unit cohesion. This understanding will aid efforts to predict the effects on unit cohesion when changes in missions, roles, doctrine and training are instituted.

## **IV. METHODOLOGY**

### **A. INTRODUCTION**

Prior to construction of the survey instrument, a focus group session was conducted on April 8, 1994, with a group of eight noncommissioned officers from various units at the Marine Corps Air Ground Combat Training Center, Twenty-Nine Palms, California. This audio-taped session provided useful background information on attitudes regarding both non-traditional missions and non-U.S. operational command and control. It was also very helpful in constructing the survey instrument. The following questions were presented to the focus group during the session:

1. What are your feelings regarding use of US combat and combat support personnel in noncombat and/or non-traditional missions in the US?
2. What are your feelings regarding use of US combat and combat support personnel conducting noncombat and/or non-traditional missions internationally under US command and control?
3. What are your feelings regarding use of US combat and combat support personnel conducting noncombat, non-traditional, and/or combat missions internationally under international command and control?
4. Do you feel any of the following factors would be affected by units conducting non-traditional missions under United Nations operational control?
  - a. Morale
  - b. Unit cohesion/integrity
  - c. War fighting skills
  - d. Loyalty to command structure
  - e. Oath of Office
  - f. Loyalty to country

In addition to the focus group interviews, three additional audio-taped interviews were conducted. One was via phone with Dr. Elliot Abrams of the Hudson Institute, Washington, D.C. Another was in person with Admiral James Stockdale, USN(RET), of the Hoover Institute, at Stanford University, Palo Alto, California. The final interview was with Superior Court Judge Robert M. Foley at the Superior Court of Santa Clara County, Santa Clara, California.

The questions presented to Judge Robert Foley revolved around U.S. Constitutional law, Supreme Court rulings, definition of legal terms, separation of powers, Commander-in-Chief prerogatives, and the "standing to sue" doctrine. This particular interview proved to be critical to this research by helping the researcher gain a deeper understanding of the relationship between the Executive powers, the Armed Forces to include the militia, and United States law.

## **B. PURPOSE AND CONSTRUCTION**

The purpose of the survey was to gather data on the attitude of combat-trained soldiers towards participating in non-traditional missions while under United States or United Nations operational command and control.

The target population was chosen for the following reasons:

1. The Marine Corps has traditionally been the first combat-trained unit deployed to conduct missions associated with national security interests.
2. The Marine Corps has most recently been deployed to foreign countries in situations involving non-traditional missions.
3. The opinions of combat-trained soldiers who are subject to deployment and bear the burden of such policy decisions are considered to possess a higher degree of validity than opinions of personnel neither combat-trained nor deployable.
4. The Marine Corps soldier is universally noted for his devotion to duty, honor, and country, as well as strict compliance with orders.

The survey instrument was constructed with the help of Dr. Ronald Weitzman, Dr. Bill Haga, and Dr. David R. Henderson of the Naval Postgraduate School, Monterey, California. Dr. Weitzman is expert in the psychology of survey instrument design and Dr. Haga in focus group interview and survey question/response design. Dr. Henderson provided editorial review throughout this process.

The survey instrument (see Appendix A) consists of 46 questions, seven of which inquire about demographics.

Construction design of the survey instrument incorporated three scenarios of non-traditional missions and command authority. Scenario One, questions 8 through 17, categorized non-traditional missions conducted within United States territories under command and control of United States military personnel. Scenario Two, questions 18 through 23, categorized non-traditional missions conducted internationally under United Nations auspices, but under command and control of United States military personnel. Scenario Three, questions 24 through 30, categorized non-traditional missions conducted internationally under United Nations auspices and under United Nations command and control authority. Questions 31, 32, and 33, each followed Scenarios One, Two, and Three respectively, but in the Field Training Exercise (FTX) environment. Questions 34 through 46 related in general to any one of the first three scenarios.

Opinions were order ranked: 1) Strongly disagree; 2) Disagree; 3) Agree; 4) Strongly agree; 5) No opinion.

The survey questions addressed a participant's fundamental knowledge of the United Nations, the United States Constitution, the War Powers Resolution, the Posse Comitatus Act, the Uniform Code of Military Justice, the soldier's Oath of Office, and the Code of Conduct.

The survey instrument's design provided differentiation of Scenarios One, Two, and Three using bold print to clarify the issue for the participant. An opinion response directly under each question precluded transfer errors often



experienced both by survey participants and data-input technicians when separate answer sheets are used. The survey instrument was administered at the Marine Corps Air Ground Combat Training Center, Twenty-Nine Palms, California, on May 10, 1994, by the researcher and an enlisted staff member of the Marine Corps Public Affairs Office (PAO). The 300 soldiers taking the survey were randomly selected by the Public Affairs Office. The soldiers ranged in pay grades E-1 through E-7 for the enlisted and O-1 through O-3 for the officers. Of the 300 soldiers, 293 were enlisted and seven were officers.

### **C. DATA ANALYSIS**

Data analysis was performed using the Statistical Analysis System, (SAS), software program licensed to the Naval Postgraduate School, Monterey, California.

The 300 surveys, each containing 46 variables, provided 13,800 inputs which were entered by hand into a SAS file. Accuracy of input was checked by the researcher and cross-checked by Helen Davis, W. R. Church Computer Center, Naval Postgraduate School, Monterey, California, using techniques provided in the SAS software program.

The SAS program developed accomplished the following:

1. Cross-tabulation of each question by pay grade.
2. Conversion to a "yeses" variable the "Strongly Agree" or "Agree" responses to Scenario One (questions 8 through 17), Scenario Two (questions 18 through 23), Scenario Three (questions 24 through 30), and Field Training Exercise Scenarios One, Two, and Three (questions 31, 32, and 33).
3. Conversion to a "missing value" variable (labeled "Frequency Missing") all "no opinion" responses for questions listed above in Item 2 during "yeses" frequency tabulations.
4. Cross-tabulation of opinions by pay grade using the conversions stated in Items Two and Three above.

5. Frequency displays of each opinion category by question into horizontal bar graphs.



## V. PRESENTATION OF DATA COLLECTED

This chapter provides information critical to understanding and interpreting the tables contained in this research document.

Tables 1, 2, and 3 (page 29) are data output presentations of missions representing Scenario One (USUS), Scenario Two (UNUS), and Scenario Three (UNUN) respectively. The tables present data in the following manner:

1. *NO OPINION IS MISSING VALUE*, denotes a missing value assignment to a "No Opinion" response for each question in the three scenarios.
2. *Frequency Missing* under each scenario, is the tabulation of respondents who marked "No Opinion".
3. *USUS*, refers to Scenario One, questions 8 through 17.
4. *UNUS*, refers to Scenario Two, questions 18 through 23.
5. *UNUN*, refers to Scenario Three, questions 24 through 30.
6. *Frequency*, is the number of respondents for each row.
7. *Percent*, is the percentage of respondents for each row.
8. *Cumulative Frequency*, is the progressive sum total of respondents for each row.
9. *Cumulative Percent*, is the progressive sum percentage of respondents for each row.
10. The numbers in the first column of each scenario represent a range of possible "Yes" opinion responses with respect to the entire set of questions in each scenario. For this table, via software programming, all "Strongly Agree" and "Agree" opinion responses are assigned a "Yes" value. Thus the first column represents the range from zero, (no "yeses" marked), to the last number, which represents all the questions in the scenario marked "yes". To illustrate, refer to Table 1. There are 10 questions in the USUS scenario. The *Frequency* column shows three respondents in the "0" row who

marked no "yeses" for any question, and 11 respondents in the "10" row who marked a "yes" for every question asked in the scenario.

USUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	1.3	3	1.3
1	5	2.2	8	3.5
2	7	3.1	15	6.6
3	13	5.7	28	12.2
4	21	9.2	49	21.4
5	34	14.8	83	36.2
6	44	19.2	127	55.5
7	48	21.0	175	76.4
8	26	11.4	201	87.8
9	17	7.4	218	95.2
10	11	4.8	229	100.0

Frequency Missing = 71

Table 1. Table of USUS. (NO OPINION is missing value)

UNUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	39	15.2	39	15.2
1	46	17.9	85	33.1
2	48	18.7	133	51.8
3	39	15.2	172	66.9
4	40	15.6	212	82.5
5	24	9.3	236	91.8
6	21	8.2	257	100.0

Frequency Missing = 43

Table 2. Table of UNUS. (NO OPINION is missing value)

UNUN	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	171	64.0	171	64.0
1	29	10.9	200	74.9
2	18	6.7	218	81.6
3	19	7.1	237	88.8
4	16	6.0	253	94.8
5	3	1.1	256	95.9
6	4	1.5	260	97.4
7	7	2.6	267	100.0

Frequency Missing = 33

Table 3. Table of UNUN. (NO OPINION is missing value)

Tables 4, 5, and 6 have the same descriptive labels presented above. The scenarios are as follows:

1. *FTXUSUS*, is Scenario One under a Field Training Exercise (FTX) environment. Survey question 31.
2. *FTXUNUS*, is Scenario Two under a Field Training Exercise (FTX) environment. Survey question 32.
3. *FTXUNUN*, is Scenario Three under a Field Training Exercise (FTX) environment. Survey question 33.

In the first column for these tables, there are only two possibilities for each scenario since only one question was asked. Thus, the "0" row of the first column shows that the respondents marked zero "yeses" for their opinions.

Table 7 (pages 33-36), is a cross-tabulation of USUS by pay grade. The columns are divided by pay grades and the rows represent the number of "yeses" marked with respect to the entire set of questions in the USUS scenario.

A description of the cross-tabulation output follows:

Each cell in the Table 7 output contains four numbers. The top left-hand corner of the table identifies each number. *Frequency* is the cell frequency. *Percent* is the percent of the total observations represented by the cell frequency. For example, Table 7 shows that the E-4 pay grade has two individuals who completed the USUS question set and marked zero "yeses". These two represent 0.87 percent of the total number of individuals in the sample population who did not check the "No Opinion" option. *Row Pct* gives the percent of observations in the row that are represented by the cell frequency. For example, using the same table, the two E-4's who marked zero "yeses" represent 66.67 percent of the total number of individuals who marked zero "yeses". *Col Pct* gives the percent of observations in the column that are represented by the cell frequency. For example, the two E-4's who marked zero "yeses" represent 4.00 percent of all the E-4's who did not check the "No Opinion" option. Around the edges of the table are the *Totals* for the rows and

columns. These give the total frequency for the observations in a given row or column. This frequency is also shown as a percentage of the total respondents. For example, two E-4's (or 0.87% of the total) and one O-3 (or 0.44% of the total) marked zero "yeses". This represents a row total frequency of 3, which is 1.31 percent of the total respondents. Fifty (50) E-4's is the column total representing 21.83 percent of the total respondents. Finally, the total number of respondents who marked options other than "No Opinion", for *Table 7* is 229. This leaves the *Frequency Missing* equal to 71. Hence, the entire sample population of 300 is accounted for.

*Tables 8 through 12* are cross-tabulations which present the data in the same format as described above for the UNUS, UNUN, FTXUSUS, FTXUNUS, and FTXUNUN scenarios respectively.

*Tables 13 through 51* present data in two formats. First is a cross-tabulation of pay grade by question. Second is a cross-tabulation as a horizontal bar graph. The cross-tabulation format is the same as described above. This time, however, *Missing Frequency* is not included because all fifth order-ranked "No Opinion" responses are tabulated and displayed. *Tables 13 through 51* refer to the specific survey questions (refer to the captions).

The horizontal bar graphs are labeled in the same manner as the corresponding cross-tabulations with respect to each survey question. The vertical axis of the bar graph represents the order-ranked opinion responses: 1 - Strongly Disagree; 2 - Disagree; 3 - Agree; 4 - Strongly Agree; 5 - No Opinion. The horizontal axis of the bar graph represents a frequency scale which varies from graph to graph depending on the highest frequency of an opinion-response row. To the immediate right of the bar graph is an output of the *Freq* which represents the frequency of respondents per order-ranked opinion. *Cum. Freq* represents the cumulative frequency of respondents, beginning with opinion 1. *Percent* represents the percent of respondents per order-ranked opinion. *Cum. Percent* represents the cumulative percentage of respondents beginning with opinion one.



Because many of the tables are two pages, an additional copy of the horizontal bar graph is presented with the subsequent page.

Frequency Percent Row Pct Col Pct	E1	E2	E3	E4	E5	Total
0	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.87 66.67 4.00	0 0.00 0.00 0.00	3 1.31
1	0 0.00 0.00 0.00	1 0.44 20.00 1.45	2 0.87 40.00 2.35	1 0.44 20.00 2.00	0 0.00 0.00 0.00	5 2.18
2	0 0.00 0.00 0.00	1 0.44 14.29 1.45	1 0.44 14.29 1.18	4 1.75 57.14 8.00	0 0.00 0.00 0.00	7 3.06
3	0 0.00 0.00 0.00	2 0.87 15.38 2.90	9 3.93 69.23 10.59	0 0.00 0.00 0.00	1 0.44 7.69 11.11	13 5.68
4	0 0.00 0.00 0.00	4 1.75 19.05 5.80	9 3.93 42.86 10.59	3 1.31 14.29 6.00	2 0.87 9.52 22.22	21 9.17
5	0 0.00 0.00 0.00	8 3.49 23.53 11.59	14 6.11 41.18 16.47	8 3.49 23.53 16.00	2 0.87 5.88 22.22	34 14.85
Total	3 1.31	69 30.13	85 37.12	50 21.83	9 3.93	229 100.00

Table 7. Table of USUS by Paygrade. (NO OPINION is missing value)  
Continued next page.

Frequency Percent Row Pct Col Pct	E1	E2	E3	E4	E5	Total
6	1 0.44 2.27 33.33	12 5.24 27.27 17.39	17 7.42 38.64 20.00	12 5.24 27.27 24.00	2 0.87 4.55 22.22	44 19.21
7	0 0.00 0.00 0.00	21 9.17 43.75 30.43	16 6.99 33.33 18.82	10 4.37 20.83 20.00	1 0.44 2.08 11.11	48 20.96
8	0 0.00 0.00 0.00	9 3.93 34.62 13.04	10 4.37 38.46 11.76	4 1.75 15.38 8.00	0 0.00 0.00 0.00	26 11.35
9	2 0.87 11.76 66.67	7 3.06 41.18 10.14	4 1.75 23.53 4.71	3 1.31 17.65 6.00	0 0.00 0.00 0.00	17 7.42
10	0 0.00 0.00 0.00	4 1.75 36.36 5.80	3 1.31 27.27 3.53	3 1.31 27.27 6.00	1 0.44 9.09 11.11	11 4.80
Total	3 1.31	69 30.13	85 37.12	50 21.83	9 3.93	229 100.00

Table 7, Continued. Table of USUS by Paygrade. (NO OPINION is missing value)  
Continued next page.

Frequency Percent Row Pct Col Pct	E6	E7	01	02	03	Total
0	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 33.33 100.00	3 1.31
1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 20.00 100.00	0 0.00 0.00 0.00	5 2.18
2	1 0.44 14.29 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	7 3.06
3	1 0.44 7.69 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	13 5.68
4	1 0.44 4.76 20.00	1 0.44 4.76 100.00	1 0.44 4.76 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	21 9.17
5	1 0.44 2.94 20.00	0 0.00 0.00 0.00	1 0.44 2.94 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	34 14.85
Total	5 2.18	1 0.44	5 2.18	1 0.44	1 0.44	229 100.00

Table 7, Continued. Table of USUS by Paygrade. (NO OPINION is missing value)  
Continued next page.

Frequency Percent Row Pct Col Pct	E6	E7	01	02	03	Total
6	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	44 19.21
7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	48 20.96
8	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.31 11.54 60.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	26 11.35
9	1 0.44 5.88 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	17 7.42
10	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	11 4.80
Total	5 2.18	1 0.44	5 2.18	1 0.44	1 0.44	229 100.00

Frequency Missing = 71

Table 7, Continued. Table of USUS by Paygrade. (NO OPINION is missing value)

## **VI. DATA ANALYSIS/INTERPRETATION**

### **A. INTRODUCTION**

Without having first read Chapter V, the statistical information and interpretation of this chapter and the tables presented in Appendix B will be difficult to interpret.

The survey provided opinions from a sample of combat-trained U.S. officer and enlisted Marine Corps soldiers toward their participation in non-traditional missions while under United States or United Nations operational control.

A significant diversity of soldiers' attitudes with respect to missions or competence of operational authority can degrade a unit's cohesion and, subsequently, its combat effectiveness. The *Combat Arms Survey* was administered to 300 active duty U.S. Marine Corps soldiers at the Marine Corps Air Ground Combat Training Center, Twenty-Nine Palms, California, on May 10, 1994. Its intent was to measure the current mood of combat soldiers toward their assignments to non-traditional missions and placement under operational control of United Nations officers.

### **B. PRESENTATION OF SCENARIOS AND QUESTIONS**

Presentation of the analysis progresses through three scenarios which vary in areas of operations and operational control. Then it proceeds to Field Training Exercise scenarios, and finally to the individual questions relating to various operational and control environments. The survey instrument presented, with questions 8 through 30, three distinct scenarios containing specific non-traditional missions, distinction of geographical theater of operations, and identification of the operational control authority. Questions 31, 32, and 33 presented Field Training Exercise (FTX) scenarios and questions

34 through 46 presented varying situations relating to non-traditional missions and/or control authority.

**C. TABLES 1, 2, & 3**

*Tables 1, 2, & 3* are presented on page 39. These tables represent the summarized information of the Marine Corps soldiers' attitudes toward their participation in non-traditional missions when under U.S. or U.N. operational control.

In *Table 1*, of ten United States non-traditional missions under United States control, 63.8 percent favored participating in six to ten non-traditional missions. These results reveal that a majority of the soldiers favored participating in missions under this scenario, while 1.3 percent preferred no participation in any mission listed. This response is in light of 23.67 percent having no opinion (*Frequency Missing*).

In *Table 2*, of six United Nations missions under United States control authority, 33.1 percent favored participating in four to six missions. These results also revealed that 15.2 percent preferred no participation in any mission listed with 14.34 percent having no opinion.

In *Table 3*, of seven United Nations missions under United Nations operational control, 11.2 percent favored participating in four to seven missions. These results also revealed that 64.0 percent preferred no participation in any mission listed with only 11.0 percent having no opinion.

USUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	1.3	3	1.3
1	5	2.2	8	3.5
2	7	3.1	15	6.6
3	13	5.7	28	12.2
4	21	9.2	49	21.4
5	34	14.8	83	36.2
6	44	19.2	127	55.5
7	48	21.0	175	76.4
8	26	11.4	201	87.8
9	17	7.4	218	95.2
10	11	4.8	229	100.0

Frequency Missing = 71

Table 1. Table of USUS. (NO OPINION is missing value)

UNUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	39	15.2	39	15.2
1	46	17.9	85	33.1
2	48	18.7	133	51.8
3	39	15.2	172	66.9
4	40	15.6	212	82.5
5	24	9.3	236	91.8
6	21	8.2	257	100.0

Frequency Missing = 43

Table 2. Table of UNUS. (NO OPINION is missing value)

UNUN	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	171	64.0	171	64.0
1	29	10.9	200	74.9
2	18	6.7	218	81.6
3	19	7.1	237	88.8
4	16	6.0	253	94.8
5	3	1.1	256	95.9
6	4	1.5	260	97.4
7	7	2.6	267	100.0

Frequency Missing = 33

Table 3. Table of UNUN. (NO OPINION is missing value)



#### **D. COMPARISON OF TABLES 1, 2, & 3 (USUS, UNUS, AND UNUN)**

A comparison of *Tables 1, 2, and 3*; Scenarios One, Two, and Three respectively, showed notable percentage shifts. In this comparison, two forms of percentages are calculated. The first is a percentage point difference between table results. The second is the actual percentage shift that the point differential represented.

Scenario One's results are quite striking. That scenario was chosen to give the soldiers a situation with the least potential conflict about where the missions are performed and about who was in operational control. Under that scenario, the missions are performed in the United States under U.S. operational control. Yet even here, fully 23.67 percent of the soldiers had no opinion (*Frequency Missing*, 71 is 23.67 percent of 300).

*Table 2* (Scenario Two), showed a 30.7 percentage point, or 48 percent decrease of soldiers desiring to participate in the aggregate list of missions when compared to Scenario One. Two notable percentage shifts occurred with the singular change from U.S. territories to U.N. territories while maintaining U.S. operational control. First was the 13.9 percentage point, or 1069 percent increase in those desiring no participation in any mission listed. Second, was the 9.34 percentage point, or 39 percent decrease of soldiers who previously had no opinion.

Recent evidence released in a study on Operation Restore Hope by Miller and Moskos suggests that the majority of soldiers surveyed disagreed with the decision by the United States to send military forces to Somalia. [Ref. 46] Further, the soldiers were evenly split at the 35th percentile between sticking to fighting wars and getting more involved in humanitarian missions. The *Combat Arms Survey* results suggest that with the passage of time since that operation, the attitude of soldiers in this study are more strongly negative toward such missions.

*Table 3* (Scenario Three), showed a 21.9 percentage point, or 66.0 percent decrease of soldiers desiring to participate in the aggregate list of missions when compared to Scenario Two. Profoundly, though, in Scenario Three there was a 48.8 percentage point, or 321 percent increase over Scenario Two of soldiers who desired no participation in the aggregate list of missions listed under United Nations operational control. This response was further accentuated by a 3.33 percentage point, or 23 percent decrease over Scenario Two of soldiers who had no opinion.

The most noteworthy difference in *Tables 1, 2, and 3* was the shift in the no participation category ("0" row of each column). Notice that as the missions shifted further and further away from simply being U.S. missions, the percent of soldiers who objected to all missions grew larger and larger. Whereas only 1.3 percent of soldiers objected to all non-traditional missions conducted by the U.S. under U.S. control, fully 15.2 percent objected to all operations in U.N. territories under U.S. control, and a large majority--64.0 percent--objected to being involved in any mission in U.N. territory under U.N. control. Striking also was the increase in the percent of soldiers who had opinions about their participation in these various scenarios--from 76.33 percent to 85.66 percent to 89.0 percent--as the scenarios progressed to more and more U.N. involvement. Could these soldiers be trying to tell us something?

Starting with what would reasonably seem to be the most favorable conditions in terms of operational territory and control, the soldiers responded with the largest percentage of no opinions. Then as the environment changed and proposed foreign operational territories and control, a very significant negative response from the largest recorded percentage of opinioned soldiers occurred. These responses suggest that the critical element in the soldiers' desire to participate in non-traditional missions is whether the operational control is U.S. or U.N. These responses were further substantiated in a comparison of *Table 39* with *Table 40* (pages 43-46). As long as the non-traditional missions were conducted under U.S. operational control, the soldiers

responded favorably at 72.0 percent. Significantly, the singular change of the operational control from that of the U.S. to the U.N. with the same generic mission environment resulted in a 71.67 disapproval response.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	2 0.67 40.00 3.28	3 1.00 60.00 2.31	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	3 1.00 3.16 30.00	18 6.00 18.95 29.51	50 16.67 52.63 38.46	21 7.00 22.11 24.42	3 1.00 3.16 23.08	95 31.67
E3	2 0.67 1.80 20.00	24 8.00 21.62 39.34	52 17.33 46.85 40.00	27 9.00 24.32 31.40	6 2.00 5.41 46.15	111 37.00
E4	5 1.67 7.46 50.00	12 4.00 17.91 19.67	17 5.67 25.37 13.08	30 10.00 44.78 34.88	3 1.00 4.48 23.08	67 22.33
E5	0 0.00 0.00 0.00	2 0.67 22.22 3.28	3 1.00 33.33 2.31	3 1.00 33.33 3.49	1 0.33 11.11 7.69	9 3.00
Total	10 3.33	61 20.33	130 43.33	86 28.67	13 4.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	██	10	10	3.33	3.33
2	██████████	61	71	20.33	23.67
3	████████████████████	130	201	43.33	67.00
4	██████████████████	86	287	28.67	95.67
5	███	13	300	4.33	100.00

20 40 60 80 100 120  
 Frequency

Table 39. Table of Paygrade by Q34 (UNM USC).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	1 0.33 20.00 1.64	2 0.67 40.00 1.54	2 0.67 40.00 2.33	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 1.16	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	1 0.33 20.00 1.64	2 0.67 40.00 1.54	2 0.67 40.00 2.33	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 1.64	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.77	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	10 3.33	61 20.33	130 43.33	86 28.67	13 4.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	***	10	10	3.33	3.33
2	*****	61	71	20.33	23.67
3	*****	130	201	43.33	67.00
4	*****	86	287	28.67	95.67
5	***	13	300	4.33	100.00

20 40 60 80 100 120

Frequency

Table 39, Continued. Table of Paygrade by Q34 (UNM USC).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 1.12	2 0.67 40.00 1.59	2 0.67 40.00 3.70	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	22 7.33 23.16 24.72	37 12.33 38.95 29.37	23 7.67 24.21 42.59	4 1.33 4.21 44.44	9 3.00 9.47 40.91	95 31.67
E3	33 11.00 29.73 37.08	52 17.33 46.85 41.27	16 5.33 14.41 29.63	4 1.33 3.60 44.44	6 2.00 5.41 27.27	111 37.00
E4	24 8.00 35.82 26.97	27 9.00 40.30 21.43	9 3.00 13.43 16.67	1 0.33 1.49 11.11	6 2.00 8.96 27.27	67 22.33
E5	1 0.33 11.11 1.12	6 2.00 66.67 4.76	1 0.33 11.11 1.85	0 0.00 0.00 0.00	1 0.33 11.11 4.55	9 3.00
Total	89 29.67	126 42.00	54 18.00	9 3.00	22 7.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	89	89	29.67	29.67
2	XXXXXXXXXXXXXXXXXXXX	126	215	42.00	71.67
3	XXXXXXXXXX	54	269	18.00	89.67
4	XX	9	278	3.00	92.67
5	XXX	22	300	7.33	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 40. Table of Paygrade by Q35 (UNM UNC).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	2 0.67 40.00 2.25	2 0.67 40.00 1.59	1 0.33 20.00 1.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.12	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 3.37	0 0.00 0.00 0.00	2 0.67 40.00 3.70	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 1.12	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 1.12	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	89 29.67	126 42.00	54 18.00	9 3.00	22 7.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	89	89	29.67	29.67
2	XXXXXXXXXXXXXXXXXXXXX	126	215	42.00	71.67
3	XXXXXXXXXX	54	269	18.00	89.67
4	XX	9	278	3.00	92.67
5	XXX	22	300	7.33	100.00

20 40 60 80 100 120  
 Frequency

Table 40, Continued. Table of Paygrade by Q35 (UNM UNC).

The results in *Tables 41, 43, and 48* (pages 48-53), further suggested that U.S. soldiers consider United Nations company and/or battalion officer operational control as unacceptable. The opinioned responses for U.N. operational control ranged from 69.33 percent (*Table 48*) to 76.67 percent (*Table 41*) against. Wm. Darryl Henderson states:

Leadership is probably the most important consideration in building cohesive units, and it requires extended and intensive face-to-face contact between leaders and soldiers. Leaders in cohesive units are perceived by the group as professionally competent to meet successfully the situation and environment faced by the unit; are found at the small-unit level, at squad, platoon, and company; are granted sufficient authority to control events or actions within the unit in order to meet their responsibility for building a cohesive unit; will make use of all sources of power and influence with the group, including the power to reward, the power to coerce, legitimate power, referent power, and expert power. [Ref. 47]

The responses of the soldiers in the previous tables suggest that they lack the confidence and belief that a United Nations officer could fulfill his role as their leader. As soldiers mature in their understanding of what qualities constitute a leader, they tend to resist the notion that an officer is a leader by virtue of his rank, position or assignment. Yet the definition of operational control (PDD-25) presented in Chapter I denies the United Nations officer several of the elements which Henderson contends are necessary to build unit cohesion.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	4 1.33 80.00 3.67	0 0.00 0.00 0.00	1 0.33 20.00 14.29	0 0.00 0.00 0.00	5 1.67
E2	26 8.67 27.37 21.49	33 11.00 34.74 30.28	22 7.33 23.16 56.41	2 0.67 2.11 28.57	12 4.00 12.63 50.00	95 31.67
E3	44 14.67 39.64 36.36	48 16.00 43.24 44.04	12 4.00 10.81 30.77	1 0.33 0.90 14.29	6 2.00 5.41 25.00	111 37.00
E4	38 12.67 56.72 31.40	18 6.00 26.87 16.51	4 1.33 5.97 10.26	2 0.67 2.99 28.57	5 1.67 7.46 20.83	67 22.33
E5	4 1.33 44.44 3.31	3 1.00 33.33 2.75	0 0.00 0.00 0.00	1 0.33 11.11 14.29	1 0.33 11.11 4.17	9 3.00
Total	121 40.33	109 36.33	39 13.00	7 2.33	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	121	121	40.33	40.33
2	XXXXXXXXXXXXXXXXXXXX	109	230	36.33	76.67
3	XXXXXX	39	269	13.00	89.67
4	X	7	276	2.33	92.00
5	XXXX	24	300	8.00	100.00

20 40 60 80 100 120  
 Frequency

Table 41. Table of Paygrade by Q36 (UNM UN NCO-S & Officers).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	3 1.00 60.00 2.48	2 0.67 40.00 1.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 2.48	1 0.33 20.00 0.92	1 0.33 20.00 2.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	121 40.33	109 36.33	39 13.00	7 2.33	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	121	121	40.33	40.33
2	XXXXXXXXXXXXXXXXXXXX	109	230	36.33	76.67
3	XXXXXX	39	269	13.00	89.67
4	X	7	276	2.33	92.00
5	XXXX	24	300	8.00	100.00

20 40 60 80 100 120  
 Frequency

Table 41, Continued. Table of Paygrade by Q36 (UNM UN NCO-S & Officers).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	2 0.67 40.00 1.69	2 0.67 40.00 1.98	1 0.33 20.00 2.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	28 9.33 29.47 23.73	35 11.67 36.84 34.65	22 7.33 23.16 44.00	4 1.33 4.21 40.00	6 2.00 6.32 28.57	95 31.67
E3	44 14.67 39.64 37.29	43 14.33 38.74 42.57	11 3.67 9.91 22.00	4 1.33 3.60 40.00	9 3.00 8.11 42.86	111 37.00
E4	35 11.67 52.24 29.66	15 5.00 22.39 14.85	12 4.00 17.91 24.00	1 0.33 1.49 10.00	4 1.33 5.97 19.05	67 22.33
E5	3 1.00 33.33 2.54	2 0.67 22.22 1.98	3 1.00 33.33 6.00	0 0.00 0.00 0.00	1 0.33 11.11 4.76	9 3.00
Total	118 39.33	101 33.67	50 16.67	10 3.33	21 7.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	118	118	39.33	39.33
2	XXXXXXXXXXXXXXXXXXXX	101	219	33.67	73.00
3	XXXXXXXXXX	50	269	16.67	89.67
4	XX	10	279	3.33	93.00
5	XXXX	21	300	7.00	100.00

20 40 60 80 100 120  
 Frequency

Table 43. Table of Paygrade by Q38 (UN C.O. over US).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 0.85	2 0.67 40.00 1.98	0 0.00 0.00 0.00	1 0.33 20.00 10.00	1 0.33 20.00 4.76	5 1.67
E7	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	2 0.67 40.00 1.69	2 0.67 40.00 1.98	1 0.33 20.00 2.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	118 39.33	101 33.67	50 16.67	10 3.33	21 7.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	118	118	39.33	39.33
2	XXXXXXXXXXXXXXXXXXXX	101	219	33.67	73.00
3	XXXXXXXXXX	50	269	16.67	89.67
4	XX	10	279	3.33	93.00
5	XXX	21	300	7.00	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 43, Continued. Table of Paygrade by Q38 (UN C.O over US).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 1.01	3 1.00 60.00 2.75	1 0.33 20.00 1.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	21 7.00 22.11 21.21	37 12.33 38.95 33.94	27 9.00 28.42 45.76	2 0.67 2.11 20.00	8 2.67 8.42 34.78	95 31.67
E3	40 13.33 36.04 40.40	46 15.33 41.44 42.20	15 5.00 13.51 25.42	4 1.33 3.60 40.00	6 2.00 5.41 26.09	111 37.00
E4	28 9.33 41.79 28.28	19 6.33 28.36 17.43	11 3.67 16.42 18.64	2 0.67 2.99 20.00	7 2.33 10.45 30.43	67 22.33
E5	2 0.67 22.22 2.02	2 0.67 22.22 1.83	3 1.00 33.33 5.08	0 0.00 0.00 0.00	2 0.67 22.22 8.70	9 3.00
Total	99 33.00	109 36.33	59 19.67	10 3.33	23 7.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	99	99	33.00	33.00
2	XXXXXXXXXXXXXXXXXXXX	109	208	36.33	69.33
3	XXXXXXXXXXXX	59	267	19.67	89.00
4	XX	10	277	3.33	92.33
5	XXXX	23	300	7.67	100.00

20 40 60 80 100  
 Frequency

Table 48. Table of Paygrade by Q43 (US Volunteers for UN).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 1.01	2 0.67 40.00 1.83	0 0.00 0.00 0.00	2 0.67 40.00 20.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
01	3 1.00 60.00 3.03	0 0.00 0.00 0.00	2 0.67 40.00 3.39	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
02	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
03	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	99 33.00	109 36.33	59 19.67	10 3.33	23 7.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	99	99	33.00	33.00
2	XXXXXXXXXXXXXXXXXXXX	109	208	36.33	69.33
3	XXXXXXXXXXXX	59	267	19.67	89.00
4	XX	10	277	3.33	92.33
5	XXXX	23	300	7.67	100.00

+-----+-----+-----+-----+-----+  
 20 40 60 80 100  
 Frequency

Table 48, Continued. Table of Paygrade by Q43 (US Volunteers for UN).

**E. FIELD TRAINING EXERCISES (TABLES 4,5, & 6)**

The next set of tables (page 55) related to Scenarios One, Two, and Three, but were distinguished by a Field Training Exercise (FTX) environment.

*Table 4* showed that 34.1 percent preferred that no United Nations soldiers participate with U.S. units under U.S. operational control with 7.0 percent having no opinion.

*Table 5* showed that 35.2 percent preferred that no U.S. soldiers under U.S. operational control participate with United Nations units with 6.33 percent having no opinion.

*Table 6* showed that 73.5 percent preferred that no U.S. soldiers participate under United Nations operational control with 4.33 percent having no opinion.

FTXUSUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	95	34.1	95	34.1
1	184	65.9	279	100.0
Frequency Missing = 21				

Table 4. Table of FTXUSUS. (NO OPINION is missing value)

FTXUNUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	99	35.2	99	35.2
1	182	64.8	281	100.0
Frequency Missing = 19				

Table 5. Table of FTXUNUS. (NO OPINION is missing value)

FTXUNUN	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	211	73.5	211	73.5
1	76	26.5	287	100.0
Frequency Missing = 13				

Table 6. Table of FTXUNUN. (NO OPINION is missing value)



## **F. COMPARISON OF TABLES 4, 5, & 6**

These results further support the one factor generating the most significant negative response, the introduction of United Nations operational control to the mission environment. Between FTX Scenarios One and Two, U.S. operational control, there was only a 1.1 percentage point difference. But when the operational control switched to the United Nations, fully 73.5 percent of the soldiers with an opinion considered the operational control of the United Nations as unacceptable. As seen in *Tables 1, 2, and 3*, the shift to United Nations operational control elicited the strongest opinioned response.

Consider the spectrum of mission dynamics represented in the Bosnia and Somalia operations, the new peacekeeping missions in the Bottom-Up Review, and the President's Directive on Peacekeeping Operations (Presidential Decision Directive 25). A reasonable person might think that a favorable acceptance of United Nations soldiers participating in a United States Field Training Exercise (FTX) environment would seem both logical and practical. In *Table 4*, however, with 93.0 percent responding, 34.1 percent of the soldiers disagreed that U.N. personnel should be present in U.S. exercises. Though FTXs are conducted under strict controls promoting safety, they attempt to capture realism and upgrade soldiers' familiarity with order of battle, doctrine, standard operating procedures, rules of engagement, and unit tactics. Future U.S. missions may require the inclusion of international soldiers in U.S. units and, in some cases, when national security interests dictate, the President of the United States may appoint a competent United Nations officer to exercise operational control over U.S. contingents. [Ref. 48] It is noteworthy that no peacekeeping field training exercises were conducted prior to any U.S. peacekeeping missions conducted before September, 1994. It would seem both logical and realistic to conduct such exercises prior to participating in actual missions. Such exercises would promote operations familiarity, build unit cohesion, and foster effectiveness. Yet, a significant percentage of soldiers

disagreed (Table 4). There are several possible explanations. First, U.N. soldiers are not Americans and may breach unit integrity regarding citizenship, heritage, culture, and *esprit de corps*. Second, U.N. soldiers have not taken the Oath of Office to uphold and defend the Constitution of the United States of America. Third, U.N. soldiers are unproven in their level of combat fighting skills. Fourth, U.N. soldiers, by their presence, may represent the erosion of the American fighting man's identity. Fifth, mixing U.N. troops may create confusion in communication, execution, and the accomplishment of orders associated with small-unit tactics.

In Table 6, with 95.67 percent responding, 73.5 percent desired not to serve with United Nations soldiers under United Nations operational control. The opinioned response level and strength of disagreement with this Field Training Exercise scenario suggests that American combat soldiers regard as unacceptable the involvement of United Nations soldiers within and in control of their ranks.

But peacekeeping exercises are forthcoming. General George A. Joulwan, commander in chief of the U.S. European Command, in a prepared statement to the House Armed Services Committee, March 23, 1994, stated:

Peacekeeping field exercises will begin this year. The Combined Joint Task Force, a U.S. initiative, is aimed at providing NATO and our European allies with a multinational and multiservice headquarters that can be tailored to a wide variety of crises. It is designed to effectively command, control and conduct operations involving NATO and non-NATO forces during peacekeeping or other operations and exercises. [Ref. 49]

The first of these exercises, *Peacekeeper 94*, took place in September 1994, in the Orenburg region of Russia with American (3rd Infantry Division, 1st Battalion, 15th Infantry Regiment) and Russian (27th Guards Motorized Rifle Division) troops side by side performing tasks including force-reaction drills, convoy escorts and manning observation posts. Two American and two Russian generals were jointly in charge of the exercise. The Americans were

Lt. General Richard Keller, General Joulwan's chief of staff, and Maj. General Leonard Holder Jr., commander of the 3rd Infantry Division. [Ref. 50] General Joulwan stated:

The European Command's strategy focuses on deterring conflict through a strategy of preparedness and active engagement and embodies the following long-range vision for the area of responsibility: "A community of free, stable and prosperous nations acting in concert while respecting the dignity and rights of the individual and adhering to the principles of sovereignty and international law." [Ref. 51]

The quote within the quote above is a statement of the *raison d'etre* of the United Nations. The strategy of the European Command's exercises, it seems, is to develop force capabilities to help transition to a new world order.

A soldier's belief in the missions assigned to him is intimately tied up with his patriotism or his nation's philosophy of government. There is the possibility that American soldiers do not believe in transitioning to a new world order. Therefore, they would not believe in or desire to participate in missions promoting a new world order transition. Books such as *The United Nations: Planned Tyranny* by V. Orval Watts [Ref. 52] and organizations such as *The John Birch Society* have for years argued that the ruination of the United States will result from its involvement in the United Nations and the progression to a new world order. President Truman scoffed at this type of advocacy and denounced it as "isolationism". [Ref. 53] Dr. Elliot Abrams, Senior Fellow at the Hudson Institute in Washington, D.C., has stated, "...there is no New World Order in the sense there are patterns that you can discern and describe in a sentence." [Ref. 54] But of what significance and perhaps, coincidence is there that the language of key officials in the Executive branch include a new world order scheme?

The Department of Defense created a new office under the Secretary of Defense in May, 1993. Sherri Wasserman Goodman was the first appointed Deputy Under Secretary of Defense for Environmental Security. She controls

several defense accounts whose multi-billion dollar assets are targeted for environmental projects. She stated:

The Defense Department environmental security program was built in response to difficult challenges, including the transition to a new world order, a significantly downsized department and severe fiscal constraints. [Ref. 55]

Not only is the Department of Defense being tasked to participate in environmental missions, but apparently these missions will help transition to a new world order. Wasserman Goodman's statement that this program was built in response to difficult challenges including the transition to a new world order, suggests environmental missions will cross international boundaries. In *Tables 25 and 31* (pages 60-63) 73.91 and 88.63 percent of the soldiers respectively, disagreed with participating in such missions internationally. It may be difficult to ascertain the reasons why these soldiers feel so strongly against these type missions. But the strength of the response does suggest that they do not feel missions of this type are appropriate.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	3 1.00 60.00 2.46	2 0.67 40.00 3.77	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	28 9.36 29.79 28.28	37 12.37 39.36 30.33	20 6.69 21.28 37.74	5 1.67 5.32 29.41	4 1.34 4.26 50.00	94 31.44
E3	35 11.71 31.53 35.35	52 17.39 46.85 42.62	18 6.02 16.22 33.96	2 0.67 1.80 11.76	4 1.34 3.60 50.00	111 37.12
E4	25 8.36 37.31 25.25	24 8.03 35.82 19.67	12 4.01 17.91 22.64	6 2.01 8.96 35.29	0 0.00 0.00 0.00	67 22.41
E5	4 1.34 44.44 4.04	3 1.00 33.33 2.46	0 0.00 0.00 0.00	2 0.67 22.22 11.76	0 0.00 0.00 0.00	9 3.01
Total	99 33.11	122 40.80	53 17.73	17 5.69	8 2.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	99	99	33.11	33.11
2	XXXXXXXXXXXXXXXXXXXX	122	221	40.80	73.91
3	XXXXXXXXXX	53	274	17.73	91.64
4	XXX	17	291	5.69	97.32
5	XX	8	299	2.68	100.00

20 40 60 80 100 120  
 Frequency

Table 25. Table of Paygrade by Q20 (UNMUSC Environmental Clean Up).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	2 0.67 40.00 2.02	2 0.67 40.00 1.64	1 0.33 20.00 1.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	2 0.67 40.00 2.02	1 0.33 20.00 0.82	0 0.00 0.00 0.00	2 0.67 40.00 11.76	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	99 33.11	122 40.80	53 17.73	17 5.69	8 2.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	99	99	33.11	33.11
2	XXXXXXXXXXXXXXXXXXXX	122	221	40.80	73.91
3	XXXXXXXXXX	53	274	17.73	91.64
4	XX	17	291	5.69	97.32
5	XX	8	299	2.68	100.00

20 40 60 80 100 120  
 Frequency

Table 25, Continued. Table of Paygrade by Q20 (UNMUSC Environmental Clean Up).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	4 1.34 80.00 3.36	1 0.33 20.00 4.55	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	39 13.04 41.49 26.71	40 13.38 42.55 33.61	8 2.68 8.51 36.36	3 1.00 3.19 60.00	4 1.34 4.26 57.14	94 31.44
E3	50 16.72 45.05 34.25	51 17.06 45.95 42.86	7 2.34 6.31 31.82	1 0.33 0.90 20.00	2 0.67 1.80 28.57	111 37.12
E4	44 14.72 65.67 30.14	17 5.69 25.37 14.29	5 1.67 7.46 22.73	0 0.00 0.00 0.00	1 0.33 1.49 14.29	67 22.41
E5	6 2.01 66.67 4.11	2 0.67 22.22 1.68	0 0.00 0.00 0.00	1 0.33 11.11 20.00	0 0.00 0.00 0.00	9 3.01
Total	146 48.83	119 39.80	22 7.36	5 1.67	7 2.34	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	146	146	48.83	48.83
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	119	265	39.80	88.63
3	XXXX	22	287	7.36	95.99
4	X	5	292	1.67	97.66
5	X	7	299	2.34	100.00

20 40 60 80 100 120 140

Frequency

Table 31. Table of Paygrade by Q26 (UNMUNC Environmental Clean Up).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 0.68	4 1.34 80.00 3.36	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.68	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 2.05	1 0.33 20.00 0.84	1 0.33 20.00 4.55	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.68	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.68	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	146 48.83	119 39.80	22 7.36	5 1.67	7 2.34	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	146	146	48.83	48.83
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	119	265	39.80	88.63
3	XXX	22	287	7.36	95.99
4	X	5	292	1.67	97.66
5	X	7	299	2.34	100.00

20 40 60 80 100 120 140  
 Frequency

Table 31, Continued. Table of Paygrade by Q26 (UNMUNC Environmental Clean Up).



## G. SELECTED QUESTIONS

This section contains the results of some of the singular questions presented to the soldiers. There are 39 questions in the survey dealing with operations other than war and U.S./U.N. operational control. The analysis of all these questions would demand a substantial dialogue. Hence, only some queried areas are presented and the reader may reference the appendix to access a copy of the survey and the complete set of tables.

Since 1981, the majority of today's All Volunteer Force has been exposed to and participated in an environment of expanding non-traditional missions when Congress passed the Military Cooperation with Civilian Law Enforcement Agencies Act of 1981. [Ref. 56] This act enabled the military to participate in the drug war. This cooperative alliance of military and civilian police efforts in the name of national security may have eroded the demarcation between civilian law enforcement and our military institution first established by the Posse Comitatus Act of 1878. [Ref. 57]

It is not surprising that our U.S. Armed Forces personnel who maintain an intimate relationship with American heritage, culture, and civilian communities would respond favorably to participating in several non-traditional missions in the United States. Their sense of duty, honor, and country associated with military service extrapolates to feeling duty bound if they are ordered to aid Americans. As an example, in *Table 13* (pages 65-66), 97.67 percent responded and 84.0 percent of those favored participating in the drug war.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.67 40.00 1.64	3 1.00 60.00 2.31	0 0.00 0.00 0.00	5 1.67
E2	0 0.00 0.00 0.00	7 2.33 7.37 22.58	42 14.00 44.21 34.43	44 14.67 46.32 33.85	2 0.67 2.11 28.57	95 31.67
E3	3 1.00 2.70 30.00	14 4.67 12.61 45.16	47 15.67 42.34 38.52	43 14.33 38.74 33.08	4 1.33 3.60 57.14	111 37.00
E4	6 2.00 8.96 60.00	8 2.67 11.94 25.81	22 7.33 32.84 18.03	30 10.00 44.78 23.08	1 0.33 1.49 14.29	67 22.33
E5	0 0.00 0.00 0.00	1 0.33 11.11 3.23	3 1.00 33.33 2.46	5 1.67 55.56 3.85	0 0.00 0.00 0.00	9 3.00
Total	10 3.33	31 10.33	122 40.67	130 43.33	7 2.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	xx	10	10	3.33	3.33
2	xxxxx	31	41	10.33	13.67
3	xxxxxxxxxxxxxxxxxxxxxxxx	122	163	40.67	54.33
4	xxxxxxxxxxxxxxxxxxxxxxxx	130	293	43.33	97.67
5	x	7	300	2.33	100.00

20 40 60 80 100 120  
 Frequency

Table 13. Table of Paygrade by Q8 (USMUSC Drug Enforcement).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.00 60.00 2.46	2 0.67 40.00 1.54	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.82	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.67 40.00 1.64	3 1.00 60.00 2.31	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 3.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 10.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	10 3.33	31 10.33	122 40.67	130 43.33	7 2.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1		10	10	3.33	3.33
2		31	41	10.33	13.67
3		122	163	40.67	54.33
4		130	293	43.33	97.67
5		7	300	2.33	100.00

20 40 60 80 100 120

Frequency

Table 13, Continued. Table of Paygrade by Q8 (USMUSC Drug Enforcement).

Numerous partnerships have developed between military organizations and public education establishments. [Ref. 58] Dr. Thomas Sticht, one of the world's leading authorities on adult literacy, has advocated making *America 2000: An Education Strategy* a reality by using DoD military personnel as civilian educators. In his words, military personnel could provide "double-duty dollars." [Ref. 59] The results in *Table 17* (pages 68-69), however, showed that 70.33 percent of the soldiers disagreed with this concept.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 0.83	3 1.00 60.00 3.30	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 20.00 4.17	5 1.67
E2	35 11.67 36.84 29.17	25 8.33 26.32 27.47	21 7.00 22.11 52.50	5 1.67 5.26 20.00	9 3.00 9.47 37.50	95 31.67
E3	49 16.33 44.14 40.83	34 11.33 30.63 37.36	10 3.33 9.01 25.00	8 2.67 7.21 32.00	10 3.33 9.01 41.67	111 37.00
E4	26 8.67 38.81 21.67	20 6.67 29.85 21.98	8 2.67 11.94 20.00	9 3.00 13.43 36.00	4 1.33 5.97 16.67	67 22.33
E5	3 1.00 33.33 2.50	4 1.33 44.44 4.40	1 0.33 11.11 2.50	1 0.33 11.11 4.00	0 0.00 0.00 0.00	9 3.00
Total	120 40.00	91 30.33	40 13.33	25 8.33	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	120	120	40.00	40.00
2	*****	91	211	30.33	70.33
3	*****	40	251	13.33	83.67
4	*****	25	276	8.33	92.00
5	*****	24	300	8.00	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 17. Table of Paygrade by Q12 (USMUSC Substitute Teachers).  
Continued on next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	2 0.67 40.00 1.67	2 0.67 40.00 2.20	0 0.00 0.00 0.00	1 0.33 20.00 4.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	2 0.67 40.00 1.67	2 0.67 40.00 2.20	0 0.00 0.00 0.00	1 0.33 20.00 4.00	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 1.10	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	120 40.00	91 30.33	40 13.33	25 8.33	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	120	120	40.00	40.00
2	*****	91	211	30.33	70.33
3	*****	40	251	13.33	83.67
4	*****	25	276	8.33	92.00
5	*****	24	300	8.00	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 17, Continued. Table of Paygrade by Q12 (USMUSC Substitute Teachers).

Department of Defense resources and personnel are becoming more and more involved with environmental clean-up. Most recently, U.S. Marines were used in California to assist in forest fire fighting [Ref. 60] and relocating cactus plants. [Ref. 61] Vice President Albert Gore has stated:

As steward of nearly 25 million acres in the [United States], the Defense Department faces the daunting task of protecting and restoring the land, air and water entrusted to it. Our military must defend our country, but not at the expense of the environment. DoD is making headway in environmental restoration, but much more work must be done. We must strike a balance between what is necessary and what is right. [Ref. 62]

The results in *Table 16* (pages 71-72), with 93.0 percent of the soldiers responding, noted that 47.0 percent disagreed with participating in an environmental clean-up mission in the U.S. under U.S. operational control.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67 100.00 4.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	19 6.33 20.00 31.15	23 7.67 24.21 28.75	41 13.67 43.16 39.81	6 2.00 6.32 17.14	6 2.00 6.32 28.57	95 31.67
E3	20 6.67 18.02 32.79	37 12.33 33.33 46.25	29 9.67 26.13 28.16	15 5.00 13.51 42.86	10 3.33 9.01 47.62	111 37.00
E4	15 5.00 22.39 24.59	13 4.33 19.40 16.25	25 8.33 37.31 24.27	9 3.00 13.43 25.71	5 1.67 7.46 23.81	67 22.33
E5	3 1.00 33.33 4.92	2 0.67 22.22 2.50	2 0.67 22.22 1.94	2 0.67 22.22 5.71	0 0.00 0.00 0.00	9 3.00
Total	61 20.33	80 26.67	103 34.33	35 11.67	21 7.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	#####	61	61	20.33	20.33
2	#####	80	141	26.67	47.00
3	#####	103	244	34.33	81.33
4	#####	35	279	11.67	93.00
5	#####	21	300	7.00	100.00

10 20 30 40 50 60 70 80 90 100

Frequency

Table 16. Table of Paygrade by Q11 (USMUSC Environmental Clean Up).  
Continued next page.





In May 1992, four thousand U.S. Army and Marine soldiers were ordered by President George Bush to augment city and county law enforcement and state National Guard during the riot in Los Angeles, California, following the Rodney King trial. [Ref. 63] The results in *Table 20* (pages 74-75), with a notable 97.67 percent response, revealed that 85.33 percent of the soldiers would participate in missions under a U.S. National Emergency Police Force concept. Furthermore, that 43.0 percent of the soldiers strongly agreed. This particular response was a complete surprise. Federal troops have been restricted from participation with local police authorities to quell domestic violence since the passage of the Posse Comitatus Act of 1878. [Ref. 64] That being the case, it was surprising that these soldiers seemed to not know the legal restrictions placed on them by that Act.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.67 40.00 1.57	3 1.00 60.00 2.33	0 0.00 0.00 0.00	5 1.67
E2	4 1.33 4.21 22.22	4 1.33 4.21 21.05	43 14.33 45.26 33.86	41 13.67 43.16 31.78	3 1.00 3.16 42.86	95 31.67
E3	2 0.67 1.80 11.11	8 2.67 7.21 42.11	52 17.33 46.85 40.94	46 15.33 41.44 35.66	3 1.00 2.70 42.86	111 37.00
E4	8 2.67 11.94 44.44	4 1.33 5.97 21.05	23 7.67 34.33 18.11	31 10.33 46.27 24.03	1 0.33 1.49 14.29	67 22.33
E5	1 0.33 11.11 5.56	1 0.33 11.11 5.26	3 1.00 33.33 2.36	4 1.33 44.44 3.10	0 0.00 0.00 0.00	9 3.00
Total	18 6.00	19 6.33	127 42.33	129 43.00	7 2.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXX	18	18	6.00	6.00
2	XXXX	19	37	6.33	12.33
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	127	164	42.33	54.67
4	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	129	293	43.00	97.67
5	X	7	300	2.33	100.00

20 40 60 80 100 120  
 Frequency

Table 20. Table of Paygrade by Q15 (USMUSC National Emergency Police).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 5.56	1 0.33 20.00 5.26	2 0.67 40.00 1.57	1 0.33 20.00 0.78	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
01	0 0.00 0.00 0.00	1 0.33 20.00 5.26	1 0.33 20.00 0.79	3 1.00 60.00 2.33	0 0.00 0.00 0.00	5 1.67
02	1 0.33 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
03	1 0.33 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	18 6.00	19 6.33	127 42.33	129 43.00	7 2.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	***	18	18	6.00	6.00
2	***	19	37	6.33	12.33
3	*****	127	164	42.33	54.67
4	*****	129	293	43.00	97.67
5	*	7	300	2.33	100.00

20 40 60 80 100 120

Frequency

Table 20, Continued. Table of Paygrade by Q15 (USMUSC National Emergency Police).

For thousands of years military organizations have required their soldiers to swear to some form of code or allegiance. A code provides a standard for the soldier to live up to and, in many cases, die for. A code can be a powerful tool for establishing and sustaining unit cohesion. But what if the missions a soldier is assigned to perform counters or confuses the code he has sworn to uphold? Question 45 was presented to determine if the soldiers would swear to a United Nations code similar to their own. In *Table 50* (pages 77-78), 69.33 percent refused to swear to such a code. No one knows if the American personnel traveling in the helicopter shot down over Iraq in April 1994 would have sworn allegiance to such a code. Yet, Vice President Albert Gore stated that these Americans "died in the service of the United Nations." [Ref. 65]

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 0.85	3 1.00 60.00 3.30	1 0.33 20.00 1.92	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	24 8.00 25.26 20.51	27 9.00 28.42 29.67	28 9.33 29.47 53.85	9 3.00 9.47 47.37	7 2.33 7.37 33.33	95 31.67
E3	53 17.67 47.75 45.30	34 11.33 30.63 37.36	12 4.00 10.81 23.08	5 1.67 4.50 26.32	7 2.33 6.31 33.33	111 37.00
E4	29 9.67 43.28 24.79	17 5.67 25.37 18.68	9 3.00 13.43 17.31	5 1.67 7.46 26.32	7 2.33 10.45 33.33	67 22.33
E5	4 1.33 44.44 3.42	3 1.00 33.33 3.30	2 0.67 22.22 3.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	9 3.00
Total	117 39.00	91 30.33	52 17.33	19 6.33	21 7.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	117	117	39.00	39.00
2	XXXXXXXXXXXXXXXXXXXX	91	208	30.33	69.33
3	XXXXXXXXXX	52	260	17.33	86.67
4	XXXX	19	279	6.33	93.00
5	XXXX	21	300	7.00	100.00

20 40 60 80 100  
 Frequency

Table 50. Table of Paygrade by Q45 (UN Code of Conduct).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	2 0.67 40.00 1.71	3 1.00 60.00 3.30	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	1 0.33 20.00 0.85	4 1.33 80.00 4.40	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	117 39.00	91 30.33	52 17.33	19 6.33	21 7.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	117	117	39.00	39.00
2	XXXXXXXXXXXXXXXXXXXX	91	208	30.33	69.33
3	XXXXXXXXXX	52	260	17.33	86.67
4	XXXX	19	279	6.33	93.00
5	XXX	21	300	7.00	100.00

20 40 60 80 100  
 Frequency

Table 50, Continued. Table of Paygrade by Q45 (UN Code of Conduct).

Though Question 46 was only one question in the survey, the question caused national consternation when an unauthorized copy was released by one of the survey participants to his elected representative and a news media organization. Within three months, the question had generated phone calls and letters from Congressional and Senate representatives directed to the Department of Defense and the Naval Postgraduate School. [Ref. 66] It became a subject of discussion on three syndicated radio talk shows, the INTERNET and articles published in syndicated newspapers. [Ref. 67] As this thesis goes to print, eight months after the initial public concerns appeared, there are articles and discussions still occurring. This is a testimony of the sensitivity and concerns of the general public surrounding the issues contained in question 46.

The question was designed to do several things. First, it tested the participant's knowledge of the U.S. Constitution, the Posse Comitatus Act of 1878, lawful versus unlawful orders from a military representative, and the participant's Oath of Office. Second, the scenario placed the individual in an environment of impending danger. Third, the scenario invoked the possibility of deep-seated internal conflict about executing such an order. Fourth, the subject matter of the scenario provided a real-time current conflict on the minds of many Americans. Finally, the question was intended to determine by the measure of diverse opinion, an indication of unit cohesion.

The results in Table 51 (page 80-81), with 88.0 percent responding, revealed that 61.66 percent said they would refuse to fire on U.S. citizens, whereas 26.34 percent indicated they would fire. This particular question, unlike the others, elicited from 15.97 percent of the respondents with an opinion, either heavier pen or pencil marks on their response or written comments in the margin space. [Ref. 68] The responses to this scenario suggest that a complete unit breakdown could occur in a unit tasked to execute this mission.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	3 1.00 60.00 2.36	0 0.00 0.00 0.00	1 0.33 20.00 1.79	0 0.00 0.00 0.00	1 0.33 20.00 2.78	5 1.67
E2	28 9.33 29.47 22.05	22 7.33 23.16 37.93	25 8.33 26.32 44.64	7 2.33 7.37 30.43	13 4.33 13.68 36.11	95 31.67
E3	58 19.33 52.25 45.67	22 7.33 19.82 37.93	11 3.67 9.91 19.64	10 3.33 9.01 43.48	10 3.33 9.01 27.78	111 37.00
E4	28 9.33 41.79 22.05	7 2.33 10.45 12.07	16 5.33 23.88 28.57	6 2.00 8.96 26.09	10 3.33 14.93 27.78	67 22.33
E5	5 1.67 55.56 3.94	3 1.00 33.33 5.17	1 0.33 11.11 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	9 3.00
Total	127 42.33	58 19.33	56 18.67	23 7.67	36 12.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXX	127	127	42.33	42.33
2	XXXXXXXXXXXX	58	185	19.33	61.67
3	XXXXXXXXXX	56	241	18.67	80.33
4	XXXXX	23	264	7.67	88.00
5	XXXXXXX	36	300	12.00	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 51. Table of Paygrade by Q46 (US Military Fires on US Citizens).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	3 1.00 60.00 2.36	1 0.33 20.00 1.72	1 0.33 20.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	3 1.00 60.00 5.17	1 0.33 20.00 1.79	0 0.00 0.00 0.00	1 0.33 20.00 2.78	5 1.67
O2	1 0.33 100.00 0.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 2.78	1 0.33
Total	127 42.33	58 19.33	56 18.67	23 7.67	36 12.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	127	127	42.33	42.33
2	XXXXXXXXXX	58	185	19.33	61.67
3	XXXXXXXXXX	56	241	18.67	80.33
4	XXXX	23	264	7.67	88.00
5	XXXXXX	36	300	12.00	100.00

20 40 60 80 100 120  
 Frequency

Table 51, Continued. Table of Paygrade by Q46 (US Military Fires on US Citizens).



## VII. CONCLUSIONS

The results of the *Combat Arms Survey* support the primary hypothesis of combat soldiers expressing their reservations regarding participation in non-traditional missions. The secondary hypotheses, as the missions became less traditional, was supported by the increasing percentages of negative responses. As the operational control authority shifted from the United States to the United Nations, a significant majority of soldiers indicated that this arrangement was completely unacceptable. The last hypothesis was not entirely supported. If the reader considers a 20 percent baseline percentage as significant, then there was a remaining significant diversity within the ranks in 29 of the 39 scenarios. As a caveat, seven of the remaining ten scenarios failed to show significant diversity due to the strong skew of opinion towards questions giving the United Nations operational control authority.

Unit cohesion, the human element in combat, is the linchpin to combat effectiveness. The recent historical evidence of peacekeeping operations turning to combat shows that when the environment changes, principles of war apply, and inadequacies of cohesion either within a unit or up the chain of command will result in deaths and mission failure. Unit cohesion cannot be achieved if the soldiers do not have faith in their leadership, mission or purpose. Soldiers will obey. Their duty, honor and devotion to country causes them to accept and execute their orders. But in the long term, the spillover effects of conducting missions which are not supported by the nation at large, or do not generate a strong commitment by the soldier will only erode the cohesion of fighting units. Up to this point, these operations have made a tremendous impact on operational tempo, resources, and funding for training. [Ref. 69] A possible long term effect of peacekeeping missions, if they do not have the support of the nation, could well be a negative impact on retention and recruiting.

Some may argue that the military need only incorporate the necessary indoctrination and training to be both proficient and amiable to performing these operations. But doing so would require establishing formal training and indoctrination programs and acquiring appropriate training facilities, thus, in effect, building a completely new program from the ground up. Another possibility, may be more realistic. Realizing the conflict and incongruity peacekeeping represents in a combat organizational model, it may be necessary to bifurcate the military. Such a change could promote specialization and provide an opportunity to those who desire peacekeeping duty. Perhaps it is time to designate separate fighting forces and peacekeeping forces.

On September 26, 1994 President William Clinton speaking before the 49th session of the U.N. General Assembly stated:

Our objectives should include ready, efficient and capable U.N. peacekeeping forces. And I am happy to report that, as I pledged to you last year, and thanks to the support in the United States Congress, \$1.2 billion is now available from the United States for this critical account. [Ref. 70]

Perhaps that money could have been used instead to begin a new program devoted to specializing our own forces in peacekeeping. But what seems more and more certain as time goes on is that the U.S. is realizing the tremendous drain of OOTW on the fighting forces. Business can not proceed as usual.

Many factors influence unit cohesion. This study has dealt principally with two of these factors: the missions performed in operations other than war and changing the operational control authority from U.S. to U.N.

Indications are that our engagement thus far in operations other than war during downsizing and restructuring has compounded the impact on the United States Armed Forces. The United States can not afford to engage in peacekeeping at the expense of combat readiness. It is not a question of legitimacy, but of realism. The opinions of these soldiers show that the further

the military gets from its traditional mission, the more unit cohesion is threatened.

If the results of this survey elicit concerns in the areas queried, then further studies are warranted. Perhaps, a random sample survey should be conducted to determine whether the results of this survey are valid for the entire Marine Corps and/or Army. Also, a survey could provide an indication of the volunteer pool that would seek service in units dedicated to, and specialized in, peacekeeping operations. Nonetheless, the support of our current soldiers should not be taken for granted and neither should the subject of unit cohesion.



## APPENDIX A. COMBAT ARMS SURVEY

This questionnaire is to gather data concerning the attitudes of combat trained personnel with regard to nontraditional missions. **All of your responses are confidential.** Write your answers directly on the questionnaire form. In Part II, place an "X" in the space provided for your response.

### Part I. Demographics

1. What Service are you in?
2. What is your pay grade? (e.g. E-?, O-?)
3. What is your MOS code and description?
4. What is your highest level of education in years?
5. How many months did you serve in Operation Desert Storm/Desert Shield?
6. How many months did you serve in Somalia?
7. What state or country did you primarily reside in during childhood?

### Part II. Attitudes

Do you feel that **U.S. combat troops** should be used **within the United States** for any of the following missions?

8. Drug enforcement

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion



9. Disaster relief (e.g. hurricanes, floods, fires, earthquakes)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

10. Security at national events (e.g. Olympic Games, Super Bowl)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

11. Environmental disaster clean-up

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

12. Substitute teachers in public schools

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

13. Community assistance programs (e.g. landscaping, environmental clean-up, road repair, animal control)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

14. Federal and state prison guards

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

15. National emergency police force

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

16. Advisors to S.W.A.T units, the FBI, or the Bureau of Alcohol, Tobacco, and Firearms (B.A.T.F.)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

17. Border patrol (e.g. prevention of illegal aliens into U.S. territory.)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

Do you feel that **U.S. combat troops** under **U.S. command** should be used in other countries for any of the following **United Nations** missions?

18. Drug enforcement

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

19. Disaster relief (e.g. hurricanes, floods, fires, earthquakes)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

20. Environmental disaster clean-up

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

21. Peace keeping

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

22. Nation building (Reconstruct civil government, develop public school system, develop or improve public transportation system, etc.)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

23. Humanitarian relief (e.g. food and medical supplies, temporary housing, and clothing)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

Do you feel that **U.S. combat troops** should be used in other countries, **under command of non-U.S. officers appointed by the United Nations** for any of the following missions?

24. Drug enforcement

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

25. Disaster relief (e.g. hurricanes, floods, fires, earthquakes)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

26. Environmental disaster clean-up

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

27. Peace keeping

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

28. Nation building (Reconstruct civil government, develop public school system, develop or improve public transportation system, etc.)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Disagree	Agree	Strongly agree	No opinion

29. Humanitarian relief (e.g. food and medical supplies, temporary housing, and clothing)

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

30. Police Action (e.g. Korea, Vietnam, but serving under non-U.S. officers)

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

**Consider the following statements:**

31. The U.S. runs a field training exercise. U.N. combat troops should be allowed to serve in U.S. combat units during these exercises under U.S. command and control.

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

32. The United Nations runs a field training exercise. U.S. combat troops under U.S. command and control should serve in U.N. combat units during these exercises.

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

33. The United Nations runs a field training exercise. U.S. combat troops should serve under U.N. command and control during these exercises.

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

34. U.S. combat troops should participate in U.N. missions as long as the U.S. has full command and control.

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

35. U.S. combat troops should participate in U.N. missions under United Nations command and control.

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

36. U.S. combat troops should be commanded by U.N. officers and non-commissioned officers (NCOs) at battalion and company levels while performing U.N. missions.

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

37. It would make no difference to me to have U.N. soldiers as members of my team. (e.g. fire team, squad, platoon)

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

38. It would make no difference to me to take orders from a U.N. company commander.

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

39. I feel the President of the United States has the authority to pass his responsibilities as Commander-in-Chief to the U.N. Secretary General.

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

40. I feel there is no conflict between my oath of office and serving as a U.N. soldier.

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

41. I feel my unit's combat effectiveness would not be affected by performing humanitarian missions for the United Nations.

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

42. I feel a designated unit of U.S. combat soldiers should be permanently assigned to the command and control of the United Nations.

☐ ☐ ☐ ☐ ☐  
Strongly disagree Disagree Agree Strongly agree No opinion

43. I would be willing to volunteer for assignment to a U.S. combat unit under a U.N. commander.

☐ ☐ ☐ ☐ ☐  
Strongly disagree    Disagree    Agree    Strongly agree    No opinion

44. I would like U.N. member countries, including the U.S., to give the U.N. all the soldiers necessary to maintain world peace.

☐ ☐ ☐ ☐ ☐  
Strongly disagree    Disagree    Agree    Strongly agree    No opinion

45. I would swear to the following code:  
"I am a United Nations fighting person. I serve in the forces which maintain world peace and every nation's way of life. I am prepared to give my life in their defense."

☐ ☐ ☐ ☐ ☐  
Strongly disagree    Disagree    Agree    Strongly agree    No opinion

46. The U.S. government declares a ban on the possession, sale, transportation, and transfer of all non-sporting firearms. A thirty (30) day amnesty period is permitted for these firearms to be turned over to the local authorities. At the end of this period, a number of citizen groups refuse to turn over their firearms. Consider the following statement:

I would fire upon U.S. citizens who refuse or resist confiscation of firearms banned by the U.S. government.

☐ ☐ ☐ ☐ ☐  
Strongly disagree    Disagree    Agree    Strongly agree    No opinion





## **APPENDIX B. DATA TABLES**

USUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	1.3	3	1.3
1	5	2.2	8	3.5
2	7	3.1	15	6.6
3	13	5.7	28	12.2
4	21	9.2	49	21.4
5	34	14.8	83	36.2
6	44	19.2	127	55.5
7	48	21.0	175	76.4
8	26	11.4	201	87.8
9	17	7.4	218	95.2
10	11	4.8	229	100.0

Frequency Missing = 71

Table 1. Table of USUS. (NO OPINION is missing value)

UNUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	39	15.2	39	15.2
1	46	17.9	85	33.1
2	48	18.7	133	51.8
3	39	15.2	172	66.9
4	40	15.6	212	82.5
5	24	9.3	236	91.8
6	21	8.2	257	100.0

Frequency Missing = 43

Table 2. Table of UNUS. (NO OPINION is missing value)

UNUN	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	171	64.0	171	64.0
1	29	10.9	200	74.9
2	18	6.7	218	81.6
3	19	7.1	237	88.8
4	16	6.0	253	94.8
5	3	1.1	256	95.9
6	4	1.5	260	97.4
7	7	2.6	267	100.0

Frequency Missing = 33

Table 3. Table of UNUN. (NO OPINION is missing value)

FTXUSUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	95	34.1	95	34.1
1	184	65.9	279	100.0
Frequency Missing = 21				

Table 4. Table of FTXUSUS. (NO OPINION is missing value)

FTXUNUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	99	35.2	99	35.2
1	182	64.8	281	100.0
Frequency Missing = 19				

Table 5. Table of FTXUNUS. (NO OPINION is missing value)

FTXUNUN	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	211	73.5	211	73.5
1	76	26.5	287	100.0
Frequency Missing = 13				

Table 6. Table of FTXUNUN. (NO OPINION is missing value)

Frequency Percent Row Pct Col Pct	E1	E2	E3	E4	E5	Total
0	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.87 66.67 4.00	0 0.00 0.00 0.00	3 1.31
1	0 0.00 0.00 0.00	1 0.44 20.00 1.45	2 0.87 40.00 2.35	1 0.44 20.00 2.00	0 0.00 0.00 0.00	5 2.18
2	0 0.00 0.00 0.00	1 0.44 14.29 1.45	1 0.44 14.29 1.18	4 1.75 57.14 8.00	0 0.00 0.00 0.00	7 3.06
3	0 0.00 0.00 0.00	2 0.87 15.38 2.90	9 3.93 69.23 10.59	0 0.00 0.00 0.00	1 0.44 7.69 11.11	13 5.68
4	0 0.00 0.00 0.00	4 1.75 19.05 5.80	9 3.93 42.86 10.59	3 1.31 14.29 6.00	2 0.87 9.52 22.22	21 9.17
5	0 0.00 0.00 0.00	8 3.49 23.53 11.59	14 6.11 41.18 16.47	8 3.49 23.53 16.00	2 0.87 5.88 22.22	34 14.85
Total	3 1.31	69 30.13	85 37.12	50 21.83	9 3.93	229 100.00

Table 7. Table of USUS by Paygrade. (NO OPINION is missing value)  
Continued next page.

Frequency Percent Row Pct Col Pct	E1	E2	E3	E4	E5	Total
6	1 0.44 2.27 33.33	12 5.24 27.27 17.39	17 7.42 38.64 20.00	12 5.24 27.27 24.00	2 0.87 4.55 22.22	44 19.21
7	0 0.00 0.00 0.00	21 9.17 43.75 30.43	16 6.99 33.33 18.82	10 4.37 20.83 20.00	1 0.44 2.08 11.11	48 20.96
8	0 0.00 0.00 0.00	9 3.93 34.62 13.04	10 4.37 38.46 11.76	4 1.75 15.38 8.00	0 0.00 0.00 0.00	26 11.35
9	2 0.87 11.76 66.67	7 3.06 41.18 10.14	4 1.75 23.53 4.71	3 1.31 17.65 6.00	0 0.00 0.00 0.00	17 7.42
10	0 0.00 0.00 0.00	4 1.75 36.36 5.80	3 1.31 27.27 3.53	3 1.31 27.27 6.00	1 0.44 9.09 11.11	11 4.80
Total	3 1.31	69 30.13	85 37.12	50 21.83	9 3.93	229 100.00

Table 7, Continued. Table of USUS by Paygrade. (NO OPINION is missing value)  
Continued next page.

Frequency Percent Row Pct Col Pct	E6	E7	01	02	03	Total
0	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 33.33 100.00	3 1.31
1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 20.00 100.00	0 0.00 0.00 0.00	5 2.18
2	1 0.44 14.29 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	7 3.06
3	1 0.44 7.69 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	13 5.68
4	1 0.44 4.76 20.00	1 0.44 4.76 100.00	1 0.44 4.76 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	21 9.17
5	1 0.44 2.94 20.00	0 0.00 0.00 0.00	1 0.44 2.94 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	34 14.85
Total	5 2.18	1 0.44	5 2.18	1 0.44	1 0.44	229 100.00

Table 7, Continued. Table of USUS by Paygrade. (NO OPINION is missing value)  
Continued next page.

Frequency Percent Row Pct Col Pct	E6	E7	01	02	03	Total
6	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	44 19.21
7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	48 20.96
8	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.31 11.54 60.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	26 11.35
9	1 0.44 5.88 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	17 7.42
10	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	11 4.80
Total	5 2.18	1 0.44	5 2.18	1 0.44	1 0.44	229 100.00

Frequency Missing = 71

Table 7, Continued. Table of USUS by Paygrade. (NO OPINION is missing value)



Frequency Percent Row Pct Col Pct	E1	E2	E3	E4	E5	Total
0	0 0.00 0.00 0.00	4 1.56 10.26 5.41	19 7.39 48.72 19.59	14 5.45 35.90 22.95	0 0.00 0.00 0.00	39 15.18
1	1 0.39 2.17 25.00	12 4.67 26.09 16.22	20 7.78 43.48 20.62	10 3.89 21.74 16.39	0 0.00 0.00 0.00	46 17.90
2	2 0.78 4.17 50.00	15 5.84 31.25 20.27	15 5.84 31.25 15.46	9 3.50 18.75 14.75	5 1.95 10.42 62.50	48 18.68
3	0 0.00 0.00 0.00	12 4.67 30.77 16.22	15 5.84 38.46 15.46	9 3.50 23.08 14.75	1 0.39 2.56 12.50	39 15.18
4	1 0.39 2.50 25.00	13 5.06 32.50 17.57	16 6.23 40.00 16.49	8 3.11 20.00 13.11	0 0.00 0.00 0.00	40 15.56
5	0 0.00 0.00 0.00	11 4.28 45.83 14.86	6 2.33 25.00 6.19	7 2.72 29.17 11.48	0 0.00 0.00 0.00	24 9.34
6	0 0.00 0.00 0.00	7 2.72 33.33 9.46	6 2.33 28.57 6.19	4 1.56 19.05 6.56	2 0.78 9.52 25.00	21 8.17
Total	4 1.56	74 28.79	97 37.74	61 23.74	8 3.11	257 100.00

Table 8. Table of UNUS by Paygrade. (NO OPINION is missing value)  
Continued next page.

Frequency Percent Row Pct Col Pct	E6	E7	01	02	03	Total
0	1 0.39 2.56 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.39 2.56 100.00	0 0.00 0.00 0.00	39 15.18
1	2 0.78 4.35 40.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.39 2.17 100.00	46 17.90
2	0 0.00 0.00 0.00	1 0.39 2.08 100.00	1 0.39 2.08 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	48 18.68
3	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.78 5.13 40.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	39 15.18
4	1 0.39 2.50 20.00	0 0.00 0.00 0.00	1 0.39 2.50 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	40 15.56
5	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	24 9.34
6	1 0.39 4.76 20.00	0 0.00 0.00 0.00	1 0.39 4.76 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	21 8.17
Total	5 1.95	1 0.39	5 1.95	1 0.39	1 0.39	257 100.00
Frequency Missing = 43						

Table 8, Continued. Table of UNUS by Paygrade. (NO OPINION is missing value)

Frequency Percent Row Pct Col Pct	E1	E2	E3	E4	E5	Total
0	0 0.00 0.00 0.00	44 16.48 25.73 54.32	67 25.09 39.18 67.68	41 15.36 23.98 66.13	7 2.62 4.09 87.50	171 64.04
1	1 0.37 3.45 25.00	9 3.37 31.03 11.11	13 4.87 44.83 13.13	6 2.25 20.69 9.68	0 0.00 0.00 0.00	29 10.86
2	1 0.37 5.56 25.00	4 1.50 22.22 4.94	6 2.25 33.33 6.06	7 2.62 38.89 11.29	0 0.00 0.00 0.00	18 6.74
3	1 0.37 5.26 25.00	9 3.37 47.37 11.11	5 1.87 26.32 5.05	3 1.12 15.79 4.84	0 0.00 0.00 0.00	19 7.12
4	1 0.37 6.25 25.00	9 3.37 56.25 11.11	2 0.75 12.50 2.02	3 1.12 18.75 4.84	1 0.37 6.25 12.50	16 5.99
5	0 0.00 0.00 0.00	1 0.37 33.33 1.23	1 0.37 33.33 1.01	1 0.37 33.33 1.61	0 0.00 0.00 0.00	3 1.12
6	0 0.00 0.00 0.00	1 0.37 25.00 1.23	3 1.12 75.00 3.03	0 0.00 0.00 0.00	0 0.00 0.00 0.00	4 1.50
7	0 0.00 0.00 0.00	4 1.50 57.14 4.94	2 0.75 28.57 2.02	1 0.37 14.29 1.61	0 0.00 0.00 0.00	7 2.62
Total	4 1.50	81 30.34	99 37.08	62 23.22	8 3.00	267 100.00

Table 9. Table of UNUN by Paygrade. (NO OPINION is missing value)  
Continued next page.

Frequency Percent Row Pct Col Pct	E6	E7	01	02	03	Total
0	5 1.87 2.92 100.00	1 0.37 0.58 100.00	4 1.50 2.34 80.00	1 0.37 0.58 100.00	1 0.37 0.58 100.00	171 64.04
1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	29 10.86
2	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	18 6.74
3	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.37 5.26 20.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	19 7.12
4	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	16 5.99
5	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.12
6	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	4 1.50
7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	7 2.62
Total	5 1.87	1 0.37	5 1.87	1 0.37	1 0.37	267 100.00

Frequency Missing = 33

Table 9, Continued. Table of UNUN by Paygrade. (NO OPINION is missing value)

Frequency Percent Row Pct Col Pct	E1	E2	E3	E4	E5	Total
0	1 0.36 1.05 25.00	34 12.19 35.79 39.08	39 13.98 41.05 38.24	18 6.45 18.95 28.13	1 0.36 1.05 11.11	95 34.05
1	3 1.08 1.63 75.00	53 19.00 28.80 60.92	63 22.58 34.24 61.76	46 16.49 25.00 71.88	8 2.87 4.35 88.89	184 65.95
Total	4 1.43	87 31.18	102 36.56	64 22.94	9 3.23	279 100.00

Frequency Percent Row Pct Col Pct	E6	E7	01	02	03	Total
0	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.36 1.05 100.00	1 0.36 1.05 100.00	95 34.05
1	5 1.79 2.72 100.00	1 0.36 0.54 100.00	5 1.79 2.72 100.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	184 65.95
Total	5 1.79	1 0.36	5 1.79	1 0.36	1 0.36	279 100.00

Frequency Missing = 21

Table 10. Table of FTXUSUS by Paygrade. (NO OPINION is missing value)

Frequency Percent Row Pct Col Pct	E1	E2	E3	E4	E5	Total
0	1 0.36 1.01 33.33	33 11.74 33.33 36.67	33 11.74 33.33 31.73	25 8.90 25.25 39.68	3 1.07 3.03 37.50	99 35.23
1	2 0.71 1.10 66.67	57 20.28 31.32 63.33	71 25.27 39.01 68.27	38 13.52 20.88 60.32	5 1.78 2.75 62.50	182 64.77
Total	3 1.07	90 32.03	104 37.01	63 22.42	8 2.85	281 100.00

Frequency Percent Row Pct Col Pct	E6	E7	01	02	03	Total
0	2 0.71 2.02 40.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.36 1.01 100.00	1 0.36 1.01 100.00	99 35.23
1	3 1.07 1.65 60.00	1 0.36 0.55 100.00	5 1.78 2.75 100.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	182 64.77
Total	5 1.78	1 0.36	5 1.78	1 0.36	1 0.36	281 100.00

Frequency Missing = 19

Table 11. Table of FTXUNUS by Paygrade. (NO OPINION is missing value)

Frequency Percent Row Pct Col Pct	E1	E2	E3	E4	E5	Total
0	3 1.05 1.42 60.00	65 22.65 30.81 72.22	80 27.87 37.91 74.77	47 16.38 22.27 73.44	7 2.44 3.32 87.50	211 73.52
1	2 0.70 2.63 40.00	25 8.71 32.89 27.78	27 9.41 35.53 25.23	17 5.92 22.37 26.56	1 0.35 1.32 12.50	76 26.48
Total	5 1.74	90 31.36	107 37.28	64 22.30	8 2.79	287 100.00

Frequency Percent Row Pct Col Pct	E6	E7	01	02	03	Total
0	4 1.39 1.90 80.00	1 0.35 0.47 100.00	2 0.70 0.95 40.00	1 0.35 0.47 100.00	1 0.35 0.47 100.00	211 73.52
1	1 0.35 1.32 20.00	0 0.00 0.00 0.00	3 1.05 3.95 60.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	76 26.48
Total	5 1.74	1 0.35	5 1.74	1 0.35	1 0.35	287 100.00

Frequency Missing = 13

Table 12. Table of FTXUNUN by Paygrade. (NO OPINION is missing value)

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.67 40.00 1.64	3 1.00 60.00 2.31	0 0.00 0.00 0.00	5 1.67
E2	0 0.00 0.00 0.00	7 2.33 7.37 22.58	42 14.00 44.21 34.43	44 14.67 46.32 33.85	2 0.67 2.11 28.57	95 31.67
E3	3 1.00 2.70 30.00	14 4.67 12.61 45.16	47 15.67 42.34 38.52	43 14.33 38.74 33.08	4 1.33 3.60 57.14	111 37.00
E4	6 2.00 8.96 60.00	8 2.67 11.94 25.81	22 7.33 32.84 18.03	30 10.00 44.78 23.08	1 0.33 1.49 14.29	67 22.33
E5	0 0.00 0.00 0.00	1 0.33 11.11 3.23	3 1.00 33.33 2.46	5 1.67 55.56 3.85	0 0.00 0.00 0.00	9 3.00
Total	10 3.33	31 10.33	122 40.67	130 43.33	7 2.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	xx	10	10	3.33	3.33
2	xxxxxxxx	31	41	10.33	13.67
3	xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx	122	163	40.67	54.33
4	xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx	130	293	43.33	97.67
5	x	7	300	2.33	100.00

20 40 60 80 100 120

Frequency

Table 13. Table of Paygrade by Q8 (USMUSC Drug Enforcement).  
Continued next page.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.00 60.00 2.46	2 0.67 40.00 1.54	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.82	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.67 40.00 1.64	3 1.00 60.00 2.31	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 3.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 10.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	10 3.33	31 10.33	122 40.67	130 43.33	7 2.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	**	10	10	3.33	3.33
2	*****	31	41	10.33	13.67
3	*****	122	163	40.67	54.33
4	*****	130	293	43.33	97.67
5	*	7	300	2.33	100.00

20 40 60 80 100 120

Frequency

Table 13, Continued. Table of Paygrade by Q8 (USMUSC Drug Enforcement).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.67 40.00 1.63	3 1.00 60.00 2.91	0 0.00 0.00 0.00	5 1.67
E2	4 1.33 4.21 26.67	18 6.00 18.95 36.73	43 14.33 45.26 35.54	25 8.33 26.32 24.27	5 1.67 5.26 41.67	95 31.67
E3	3 1.00 2.70 20.00	20 6.67 18.02 40.82	44 14.67 39.64 36.36	40 13.33 36.04 38.83	4 1.33 3.60 33.33	111 37.00
E4	8 2.67 11.94 53.33	7 2.33 10.45 14.29	26 8.67 38.81 21.49	23 7.67 34.33 22.33	3 1.00 4.48 25.00	67 22.33
E5	0 0.00 0.00 0.00	1 0.33 11.11 2.04	4 1.33 44.44 3.31	4 1.33 44.44 3.88	0 0.00 0.00 0.00	9 3.00
Total	15 5.00	49 16.33	121 40.33	103 34.33	12 4.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	xxx	15	15	5.00	5.00
2	xxxxxxxxx	49	64	16.33	21.33
3	xxxxxxxxxxxxxxxxxxxxxxxxxxxx	121	185	40.33	61.67
4	xxxxxxxxxxxxxxxxxxxxxxxxxxxx	103	288	34.33	96.00
5	xx	12	300	4.00	100.00

20 40 60 80 100 120  
 Frequency

Table 14. Table of Paygrade by Q9 (USMUSC Disaster Relief).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	1 0.33 20.00 2.04	2 0.67 40.00 1.65	2 0.67 40.00 1.94	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.97	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67 100.00 4.85	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 2.04	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	0 0.00 0.00 0.00	1 0.33 100.00 2.04	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	15 5.00	49 16.33	121 40.33	103 34.33	12 4.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	***	15	15	5.00	5.00
2	*****	49	64	16.33	21.33
3	*****	121	185	40.33	61.67
4	*****	103	288	34.33	96.00
5	**	12	300	4.00	100.00

20 40 60 80 100 120  
 Frequency

Table 14, Continued. Table of Paygrade by Q9 (USMUSC Disaster Relief).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	1 0.33 20.00 1.12	2 0.67 40.00 2.53	1 0.33 20.00 1.22	1 0.33 20.00 10.00	5 1.67
E2	7 2.33 7.37 17.50	26 8.67 27.37 29.21	27 9.00 28.42 34.18	33 11.00 34.74 40.24	2 0.67 2.11 20.00	95 31.67
E3	19 6.33 17.12 47.50	33 11.00 29.73 37.08	29 9.67 26.13 36.71	25 8.33 22.52 30.49	5 1.67 4.50 50.00	111 37.00
E4	9 3.00 13.43 22.50	18 6.00 26.87 20.22	21 7.00 31.34 26.58	17 5.67 25.37 20.73	2 0.67 2.99 20.00	67 22.33
E5	0 0.00 0.00 0.00	7 2.33 77.78 7.87	0 0.00 0.00 0.00	2 0.67 22.22 2.44	0 0.00 0.00 0.00	9 3.00
Total	40 13.33	89 29.67	79 26.33	82 27.33	10 3.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	40	40	13.33	13.33
2	*****	89	129	29.67	43.00
3	*****	79	208	26.33	69.33
4	*****	82	290	27.33	96.67
5	***	10	300	3.33	100.00

10 20 30 40 50 60 70 80 90

Frequency

Table 15. Table of Paygrade by Q10 (USMUSC Narional Event Sec.).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	2 0.67 40.00 5.00	2 0.67 40.00 2.25	0 0.00 0.00 0.00	1 0.33 20.00 1.22	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 2.50	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	1 0.33 20.00 2.50	1 0.33 20.00 1.12	0 0.00 0.00 0.00	3 1.00 60.00 3.66	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 1.12	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 2.50	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	40 13.33	89 29.67	79 26.33	82 27.33	10 3.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	40	40	13.33	13.33
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	89	129	29.67	43.00
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	79	208	26.33	69.33
4	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	82	290	27.33	96.67
5	XXX	10	300	3.33	100.00

10 20 30 40 50 60 70 80 90

Frequency

Table 15, Continued. Table of Paygrade by Q10 (USMUSC National Event Sec.).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67 100.00 4.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	19 6.33 20.00 31.15	23 7.67 24.21 28.75	41 13.67 43.16 39.81	6 2.00 6.32 17.14	6 2.00 6.32 28.57	95 31.67
E3	20 6.67 18.02 32.79	37 12.33 33.33 46.25	29 9.67 26.13 28.16	15 5.00 13.51 42.86	10 3.33 9.01 47.62	111 37.00
E4	15 5.00 22.39 24.59	13 4.33 19.40 16.25	25 8.33 37.31 24.27	9 3.00 13.43 25.71	5 1.67 7.46 23.81	67 22.33
E5	3 1.00 33.33 4.92	2 0.67 22.22 2.50	2 0.67 22.22 1.94	2 0.67 22.22 5.71	0 0.00 0.00 0.00	9 3.00
Total	61 20.33	80 26.67	103 34.33	35 11.67	21 7.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	61	61	20.33	20.33
2	XXXXXXXXXXXXXXXXXXXX	80	141	26.67	47.00
3	XXXXXXXXXXXXXXXXXXXX	103	244	34.33	81.33
4	XXXXXXXXXXXX	35	279	11.67	93.00
5	XXXXXX	21	300	7.00	100.00

10 20 30 40 50 60 70 80 90 100

Frequency

Table 16. Table of Paygrade by Q11 (USMUSC Environmental Clean Up).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	2 0.67 40.00 3.28	2 0.67 40.00 2.50	0 0.00 0.00 0.00	1 0.33 20.00 2.86	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.64	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
01	0 0.00 0.00 0.00	2 0.67 40.00 2.50	1 0.33 20.00 0.97	2 0.67 40.00 5.71	0 0.00 0.00 0.00	5 1.67
02	0 0.00 0.00 0.00	1 0.33 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
03	1 0.33 100.00 1.64	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	61 20.33	80 26.67	103 34.33	35 11.67	21 7.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	61	61	20.33	20.33
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	80	141	26.67	47.00
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	103	244	34.33	81.33
4	XXXXXXXXXXXX	35	279	11.67	93.00
5	XXXXXX	21	300	7.00	100.00

10 20 30 40 50 60 70 80 90 100

Frequency

Table 16, Continued. Table of Paygrade by Q11 (USMUSC Environmental Clean Up).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 0.83	3 1.00 60.00 3.30	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 20.00 4.17	5 1.67
E2	35 11.67 36.84 29.17	25 8.33 26.32 27.47	21 7.00 22.11 52.50	5 1.67 5.26 20.00	9 3.00 9.47 37.50	95 31.67
E3	49 16.33 44.14 40.83	34 11.33 30.63 37.36	10 3.33 9.01 25.00	8 2.67 7.21 32.00	10 3.33 9.01 41.67	111 37.00
E4	26 8.67 38.81 21.67	20 6.67 29.85 21.98	8 2.67 11.94 20.00	9 3.00 13.43 36.00	4 1.33 5.97 16.67	67 22.33
E5	3 1.00 33.33 2.50	4 1.33 44.44 4.40	1 0.33 11.11 2.50	1 0.33 11.11 4.00	0 0.00 0.00 0.00	9 3.00
Total	120 40.00	91 30.33	40 13.33	25 8.33	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	120	120	40.00	40.00
2	*****	91	211	30.33	70.33
3	*****	40	251	13.33	83.67
4	*****	25	276	8.33	92.00
5	*****	24	300	8.00	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 17. Table of Paygrade by Q12 (USMUSC Substitute Teachers).  
Continued on next page.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	2 0.67 40.00 1.67	2 0.67 40.00 2.20	0 0.00 0.00 0.00	1 0.33 20.00 4.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	2 0.67 40.00 1.67	2 0.67 40.00 2.20	0 0.00 0.00 0.00	1 0.33 20.00 4.00	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 1.10	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	120 40.00	91 30.33	40 13.33	25 8.33	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	120	120	40.00	40.00
2	*****	91	211	30.33	70.33
3	*****	40	251	13.33	83.67
4	*****	25	276	8.33	92.00
5	*****	24	300	8.00	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 17, Continued. Table of Paygrade by Q12 (USMUSC Substitute Teachers).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	1 0.33 20.00 0.88	3 1.00 60.00 7.14	0 0.00 0.00 0.00	1 0.33 20.00 7.14	5 1.67
E2	30 10.00 31.58 25.42	38 12.67 40.00 33.63	16 5.33 16.84 38.10	3 1.00 3.16 23.08	8 2.67 8.42 57.14	95 31.67
E3	48 16.00 43.24 40.68	47 15.67 42.34 41.59	11 3.67 9.91 26.19	3 1.00 2.70 23.08	2 0.67 1.80 14.29	111 37.00
E4	31 10.33 46.27 26.27	18 6.00 26.87 15.93	11 3.67 16.42 26.19	4 1.33 5.97 30.77	3 1.00 4.48 21.43	67 22.33
E5	3 1.00 33.33 2.54	4 1.33 44.44 3.54	1 0.33 11.11 2.38	1 0.33 11.11 7.69	0 0.00 0.00 0.00	9 3.00
Total	118 39.33	113 37.67	42 14.00	13 4.33	14 4.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	118	118	39.33	39.33
2	*****	113	231	37.67	77.00
3	*****	42	273	14.00	91.00
4	***	13	286	4.33	95.33
5	***	14	300	4.67	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 18. Table of Paygrade by Q13 (USMUSC Community Assistance).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 0.85	3 1.00 60.00 2.65	0 0.00 0.00 0.00	1 0.33 20.00 7.69	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	2 0.67 40.00 1.69	2 0.67 40.00 1.77	0 0.00 0.00 0.00	1 0.33 20.00 7.69	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	118 39.33	113 37.67	42 14.00	13 4.33	14 4.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	118	118	39.33	39.33
2	*****	113	231	37.67	77.00
3	*****	42	273	14.00	91.00
4	***	13	286	4.33	95.33
5	***	14	300	4.67	100.00

20 40 60 80 100 120  
 Frequency

Table 18, Continued. Table of Paygrade by Q13 (USMUSC Community Assistance).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	2 0.67 40.00 2.17	2 0.67 40.00 2.67	1 0.33 20.00 1.82	0 0.00 0.00 0.00	5 1.67
E2	13 4.33 13.68 21.31	22 7.33 23.16 23.91	30 10.00 31.58 40.00	23 7.67 24.21 41.82	7 2.33 7.37 41.18	95 31.67
E3	22 7.33 19.82 36.07	40 13.33 36.04 43.48	25 8.33 22.52 33.33	17 5.67 15.32 30.91	7 2.33 6.31 41.18	111 37.00
E4	17 5.67 25.37 27.87	18 6.00 26.87 19.57	16 5.33 23.88 21.33	13 4.33 19.40 23.64	3 1.00 4.48 17.65	67 22.33
E5	3 1.00 33.33 4.92	4 1.33 44.44 4.35	1 0.33 11.11 1.33	1 0.33 11.11 1.82	0 0.00 0.00 0.00	9 3.00
Total	61 20.33	92 30.67	75 25.00	55 18.33	17 5.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	61	61	20.33	20.33
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	92	153	30.67	51.00
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	75	228	25.00	76.00
4	XXXXXXXXXXXXXXXXXXXX	55	283	18.33	94.33
5	XXXXXX	17	300	5.67	100.00

10 20 30 40 50 60 70 80 90  
 Frequency

Table 19. Table of Paygrade by Q14 (USMUSC Prison Guards).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	2 0.67 40.00 3.28	3 1.00 60.00 3.26	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.64	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	2 0.67 40.00 3.28	2 0.67 40.00 2.17	1 0.33 20.00 1.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 1.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 1.64	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	61 20.33	92 30.67	75 25.00	55 18.33	17 5.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	61	61	20.33	20.33
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	92	153	30.67	51.00
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	75	228	25.00	76.00
4	XXXXXXXXXXXXXXXXXXXX	55	283	18.33	94.33
5	XXXXXX	17	300	5.67	100.00

10 20 30 40 50 60 70 80 90

Frequency

Table 19, Continued. Table of Paygrade by Q14 (USMUSC Prison Guards).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.67 40.00 1.57	3 1.00 60.00 2.33	0 0.00 0.00 0.00	5 1.67
E2	4 1.33 4.21 22.22	4 1.33 4.21 21.05	43 14.33 45.26 33.86	41 13.67 43.16 31.78	3 1.00 3.16 42.86	95 31.67
E3	2 0.67 1.80 11.11	8 2.67 7.21 42.11	52 17.33 46.85 40.94	46 15.33 41.44 33.66	3 1.00 2.70 42.86	111 37.00
E4	8 2.67 11.94 44.44	4 1.33 5.97 21.05	23 7.67 34.33 18.11	31 10.33 46.27 24.03	1 0.33 1.49 14.29	67 22.33
E5	1 0.33 11.11 5.56	1 0.33 11.11 5.26	3 1.00 33.33 2.36	4 1.33 44.44 3.10	0 0.00 0.00 0.00	9 3.00
Total	18 6.00	19 6.33	127 42.33	129 43.00	7 2.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXX	18	18	6.00	6.00
2	XXXX	19	37	6.33	12.33
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	127	164	42.33	54.67
4	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	129	293	43.00	97.67
5	X	7	300	2.33	100.00

20 40 60 80 100 120  
 Frequency

Table 20. Table of Paygrade by Q15 (USMUSC National Emergency Police).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 5.56	1 0.33 20.00 5.26	2 0.67 40.00 1.57	1 0.33 20.00 0.78	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	1 0.33 20.00 5.26	1 0.33 20.00 0.79	3 1.00 60.00 2.33	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	18 6.00	19 6.33	127 42.33	129 43.00	7 2.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXX	18	18	6.00	6.00
2	XXXX	19	37	6.33	12.33
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	127	164	42.33	54.67
4	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	129	293	43.00	97.67
5	X	7	300	2.33	100.00

20 40 60 80 100 120  
 Frequency

Table 20, Continued. Table of Paygrade by Q15 (USMUSC National Emergency Police).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.00 60.00 2.27	2 0.67 40.00 1.79	0 0.00 0.00 0.00	5 1.67
E2	1 0.33 1.06 8.33	5 1.67 5.32 17.86	46 15.38 48.94 34.85	36 12.04 38.30 32.14	6 2.01 6.38 40.00	94 31.44
E3	4 1.34 3.60 33.33	13 4.35 11.71 46.43	45 15.05 40.54 34.09	43 14.38 38.74 38.39	6 2.01 5.41 40.00	111 37.12
E4	5 1.67 7.46 41.67	8 2.68 11.94 28.57	26 8.70 38.81 19.70	25 8.36 37.31 22.32	3 1.00 4.48 20.00	67 22.41
E5	0 0.00 0.00 0.00	1 0.33 11.11 3.57	5 1.67 55.56 3.79	3 1.00 33.33 2.68	0 0.00 0.00 0.00	9 3.01
Total	12 4.01	28 9.36	132 44.15	112 37.46	15 5.02	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	xx	12	12	4.01	4.01
2	xxxxxx	28	40	9.36	13.38
3	xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx	132	172	44.15	57.53
4	xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx	112	284	37.46	94.98
5	xxx	15	299	5.02	100.00

20 40 60 80 100 120  
 Frequency

Table 21. Table of Paygrade by Q16 (USMUSC FBI & BATF Advisors).  
Continued next page.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	1 0.33 20.00 3.57	3 1.00 60.00 2.27	1 0.33 20.00 0.89	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.76	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.00 60.00 2.27	2 0.67 40.00 1.79	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 8.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 8.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	12 4.01	28 9.36	132 44.15	112 37.46	15 5.02	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XX	12	12	4.01	4.01
2	XXXXXX	28	40	9.36	13.38
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	132	172	44.15	57.53
4	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	112	284	37.46	94.98
5	XXX	15	299	5.02	100.00

20 40 60 80 100 120  
 Frequency

Table 21, Continued. Table of Paygrade by Q16 (USMUSC FBI & BATF Advisors).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	4 1.34 80.00 3.54	1 0.33 20.00 0.86	0 0.00 0.00 0.00	5 1.67
E2	5 1.67 5.32 29.41	14 4.68 14.89 32.56	37 12.37 39.36 32.74	32 10.70 34.04 27.59	6 2.01 6.38 60.00	94 31.44
E3	4 1.34 3.60 23.53	16 5.35 14.41 37.21	43 14.38 38.74 38.05	44 14.72 39.64 37.93	4 1.34 3.60 40.00	111 37.12
E4	7 2.34 10.45 41.18	8 2.68 11.94 18.60	19 6.35 28.36 16.81	33 11.04 49.25 28.45	0 0.00 0.00 0.00	67 22.41
E5	0 0.00 0.00 0.00	2 0.67 22.22 4.65	4 1.34 44.44 3.54	3 1.00 33.33 2.59	0 0.00 0.00 0.00	9 3.01
Total	17 5.69	43 14.38	113 37.79	116 38.80	10 3.34	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXX	17	17	5.69	5.69
2	XXXXXXXX	43	60	14.38	20.07
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	113	173	37.79	57.86
4	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	116	289	38.80	96.66
5	XX	10	299	3.34	100.00

20 40 60 80 100  
 Frequency

Table 22. Table of Paygrade by Q17 (USMUSC Border Patrol).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	2 0.67 40.00 4.65	3 1.00 60.00 2.65	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	1 0.33 100.00 2.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.67 40.00 1.77	3 1.00 60.00 2.59	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.88	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 5.88	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	17 5.69	43 14.38	113 37.79	116 38.80	10 3.34	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	***	17	17	5.69	5.69
2	*****	43	60	14.38	20.07
3	*****	113	173	37.79	57.86
4	*****	116	289	38.80	96.66
5	**	10	299	3.34	100.00

20 40 60 80 100  
 Frequency

Table 22, Continued. Table of Paygrade by Q17 (USMUSC Border Patrol).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	1 0.33 20.00 1.19	4 1.34 80.00 4.76	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	7 2.34 7.45 11.67	21 7.02 22.34 25.00	34 11.37 36.17 40.48	27 9.03 28.72 45.00	5 1.67 5.32 45.45	94 31.44
E3	25 8.36 22.52 41.67	42 14.05 37.84 50.00	27 9.03 24.32 32.14	12 4.01 10.81 20.00	5 1.67 4.50 45.45	111 37.12
E4	22 7.36 32.84 36.67	16 5.35 23.88 19.05	12 4.01 17.91 14.29	16 5.35 23.88 26.67	1 0.33 1.49 9.09	67 22.41
E5	2 0.67 22.22 3.33	2 0.67 22.22 2.38	3 1.00 33.33 3.57	2 0.67 22.22 3.33	0 0.00 0.00 0.00	9 3.01
Total	60 20.07	84 28.09	84 28.09	60 20.07	11 3.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	60	60	20.07	20.07
2	*****	84	144	28.09	48.16
3	*****	84	228	28.09	76.25
4	*****	60	288	20.07	96.32
5	*****	11	299	3.68	100.00

10	20	30	40	50	60	70	80
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Frequency

Table 23. Table of Paygrade by Q18 (UNMUSC Drug Enforcement).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 1.67	1 0.33 20.00 1.19	2 0.67 40.00 2.38	1 0.33 20.00 1.67	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	1 0.33 20.00 1.67	0 0.00 0.00 0.00	2 0.67 40.00 2.38	2 0.67 40.00 3.33	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 1.19	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 1.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	60 20.07	84 28.09	84 28.09	60 20.07	11 3.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	60	60	20.07	20.07
2	*****	84	144	28.09	48.16
3	*****	84	228	28.09	76.25
4	*****	60	288	20.07	96.32
5	*****	11	299	3.68	100.00

10 20 30 40 50 60 70 80

Frequency

Table 23, Continued. Table of Paygrade by Q18 (UNMUSC Drug Enforcement).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	3 1.00 60.00 2.80	2 0.67 40.00 2.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	19 6.35 20.21 29.69	33 11.04 35.11 30.84	30 10.03 31.91 34.09	6 2.01 6.38 20.00	6 2.01 6.38 60.00	94 31.44
E3	22 7.36 19.82 34.38	44 14.72 39.64 41.12	30 10.03 27.03 34.09	11 3.68 9.91 36.67	4 1.34 3.60 40.00	111 37.12
E4	19 6.35 28.36 29.69	20 6.69 29.85 18.69	19 6.35 28.36 21.59	9 3.01 13.43 30.00	0 0.00 0.00 0.00	67 22.41
E5	1 0.33 11.11 1.56	2 0.67 22.22 1.87	4 1.34 44.44 4.55	2 0.67 22.22 6.67	0 0.00 0.00 0.00	9 3.01
Total	64 21.40	107 35.79	88 29.43	30 10.03	10 3.34	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	64	64	21.40	21.40
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	107	171	35.79	57.19
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	88	259	29.43	86.62
4	XXXXXXXXXX	30	289	10.03	96.66
5	XXX	10	299	3.34	100.00

10 20 30 40 50 60 70 80 90 100

Frequency

Table 24. Table of Paygrade by Q19 (UNMUSC Disaster Relief).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 1.56	2 0.67 40.00 1.87	2 0.67 40.00 2.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	1 0.33 20.00 1.56	1 0.33 20.00 0.93	1 0.33 20.00 1.14	2 0.67 40.00 6.67	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 0.93	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	0 0.00 0.00 0.00	1 0.33 100.00 0.93	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	64 21.40	107 35.79	88 29.43	30 10.03	10 3.34	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	64	64	21.40	21.40
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	107	171	35.79	57.19
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	88	259	29.43	86.62
4	XXXXXXXXXX	30	289	10.03	96.66
5	XXX	10	299	3.34	100.00

10 20 30 40 50 60 70 80 90 100

Frequency

Table 24, Continued. Table of Paygrade by Q19 (UNMUSC Disaster Relief).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	3 1.00 60.00 2.46	2 0.67 40.00 3.77	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	28 9.36 29.79 28.28	37 12.37 39.36 30.33	20 6.69 21.28 37.74	5 1.67 5.32 29.41	4 1.34 4.26 50.00	94 31.44
E3	35 11.71 31.53 35.35	52 17.39 46.85 42.62	18 6.02 16.22 33.96	2 0.67 1.80 11.76	4 1.34 3.60 50.00	111 37.12
E4	25 8.36 37.31 25.25	24 8.03 35.82 19.67	12 4.01 17.91 22.64	6 2.01 8.96 35.29	0 0.00 0.00 0.00	67 22.41
E5	4 1.34 44.44 4.04	3 1.00 33.33 2.46	0 0.00 0.00 0.00	2 0.67 22.22 11.76	0 0.00 0.00 0.00	9 3.01
Total	99 33.11	122 40.80	53 17.73	17 5.69	8 2.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	99	99	33.11	33.11
2	XXXXXXXXXXXXXXXXXXXX	122	221	40.80	73.91
3	XXXXXXXXXX	53	274	17.73	91.64
4	XXX	17	291	5.69	97.32
5	XX	8	299	2.68	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 25. Table of Paygrade by Q20 (UNMUSC Environmental Clean Up).  
Continued next page.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	2 0.67 40.00 2.02	2 0.67 40.00 1.64	1 0.33 20.00 1.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	2 0.67 40.00 2.02	1 0.33 20.00 0.82	0 0.00 0.00 0.00	2 0.67 40.00 11.76	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	99 33.11	122 40.80	53 17.73	17 5.69	8 2.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	99	99	33.11	33.11
2	XXXXXXXXXXXXXXXXXXXX	122	221	40.80	73.91
3	XXXXXXXXXX	53	274	17.73	91.64
4	XX	17	291	5.69	97.32
5	XX	8	299	2.68	100.00

20 40 60 80 100 120  
 Frequency

Table 25, Continued. Table of Paygrade by Q20 (UNMUSC Environmental Clean Up).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	3 1.00 60.00 5.17	2 0.67 40.00 1.52	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	2 0.67 2.13 6.90	11 3.68 11.70 18.97	48 16.05 51.06 36.36	27 9.03 28.72 39.13	6 2.01 6.38 54.55	94 31.44
E3	16 5.35 14.41 55.17	23 7.69 20.72 39.66	47 15.72 42.34 35.61	23 7.69 20.72 33.33	2 0.67 1.80 18.18	111 37.12
E4	10 3.34 14.93 34.48	15 5.02 22.39 25.86	28 9.36 41.79 21.21	12 4.01 17.91 17.39	2 0.67 2.99 18.18	67 22.41
E5	0 0.00 0.00 0.00	2 0.67 22.22 3.45	2 0.67 22.22 1.52	4 1.34 44.44 5.80	1 0.33 11.11 9.09	9 3.01
Total	29 9.70	58 19.40	132 44.15	69 23.08	11 3.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	xxxxxx	29	29	9.70	9.70
2	xxxxxxxxxxxx	58	87	19.40	29.10
3	xxxxxxxxxxxxxxxxxxxxxxxxxxxx	132	219	44.15	73.24
4	xxxxxxxxxxxxxxxx	69	288	23.08	96.32
5	xx	11	299	3.68	100.00

20 40 60 80 100 120  
 Frequency

Table 26. Table of Paygrade by Q21 (UNMUSC Peace Keeping).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	2 0.67 40.00 3.45	2 0.67 40.00 1.52	1 0.33 20.00 1.45	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 1.45	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	2 0.67 40.00 3.45	2 0.67 40.00 1.52	1 0.33 20.00 1.45	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 3.45	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.76	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	29 9.70	58 19.40	132 44.15	69 23.08	11 3.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	29	29	9.70	9.70
2	*****	58	87	19.40	29.10
3	*****	132	219	44.15	73.24
4	*****	69	288	23.08	96.32
5	**	11	299	3.68	100.00

20 40 60 80 100 120

Frequency

Table 26, Continued. Table of Paygrade by Q21 (UNMUSC Peace Keeping).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	3 1.00 60.00 2.07	1 0.33 20.00 1.92	0 0.00 0.00 0.00	1 0.33 20.00 9.09	5 1.67
E2	21 7.02 22.34 25.93	46 15.38 48.94 31.72	21 7.02 22.34 40.38	2 0.67 2.13 20.00	4 1.34 4.26 36.36	94 31.44
E3	30 10.03 27.03 37.04	59 19.73 53.15 40.69	15 5.02 13.51 28.85	4 1.34 3.60 40.00	3 1.00 2.70 27.27	111 37.12
E4	24 8.03 35.82 29.63	26 8.70 38.81 17.93	12 4.01 17.91 23.08	2 0.67 2.99 20.00	3 1.00 4.48 27.27	67 22.41
E5	2 0.67 22.22 2.47	5 1.67 55.56 3.45	1 0.33 11.11 1.92	1 0.33 11.11 10.00	0 0.00 0.00 0.00	9 3.01
Total	81 27.09	145 48.49	52 17.39	10 3.34	11 3.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	81	81	27.09	27.09
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	145	226	48.49	75.59
3	XXXXXXXXXX	52	278	17.39	92.98
4	XX	10	288	3.34	96.32
5	XX	11	299	3.68	100.00

+-----+  
 20 40 60 80 100 120 140  
 Frequency

Table 27. Table of Paygrade by Q22 (UNMUSC Nation Building).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	4 1.34 80.00 2.76	1 0.33 20.00 1.92	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	1 0.33 20.00 1.23	2 0.67 40.00 1.38	1 0.33 20.00 1.92	1 0.33 20.00 10.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 1.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 1.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	81 27.09	145 48.49	52 17.39	10 3.34	11 3.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXX	81	81	27.09	27.09
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	145	226	48.49	75.59
3	XXXXXXXXXX	52	278	17.39	92.98
4	XX	10	288	3.34	96.32
5	XX	11	299	3.68	100.00

20 40 60 80 100 120 140  
 Frequency

Table 27, Continued. Table of Paygrade by Q22 (UNMUSC Nation Building).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 3.13	1 0.33 20.00 1.05	2 0.67 40.00 1.67	0 0.00 0.00 0.00	1 0.33 20.00 6.67	5 1.67
E2	6 2.01 6.38 18.75	31 10.37 32.98 32.63	40 13.38 42.55 33.33	9 3.01 9.57 24.32	8 2.68 8.51 53.33	94 31.44
E3	13 4.35 11.71 40.63	37 12.37 33.33 38.95	44 14.72 39.64 36.67	14 4.68 12.61 37.84	3 1.00 2.70 20.00	111 37.12
E4	11 3.68 16.42 34.38	19 6.35 28.36 20.00	24 8.03 35.82 20.00	11 3.68 16.42 29.73	2 0.67 2.99 13.33	67 22.41
E5	0 0.00 0.00 0.00	2 0.67 22.22 2.11	5 1.67 55.56 4.17	1 0.33 11.11 2.70	1 0.33 11.11 6.67	9 3.01
Total	32 10.70	95 31.77	120 40.13	37 12.37	15 5.02	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXX	32	32	10.70	10.70
2	XXXXXXXXXXXXXXXXXXXX	95	127	31.77	42.47
3	XXXXXXXXXXXXXXXXXXXX	120	247	40.13	82.61
4	XXXXXX	37	284	12.37	94.98
5	XXX	15	299	5.02	100.00

20 40 60 80 100 120  
 Frequency

Table 28. Table of Paygrade by Q23 (UNMUSC Humanitarian Relief).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 3.13	2 0.67 40.00 2.11	1 0.33 20.00 0.83	1 0.33 20.00 2.70	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
01	0 0.00 0.00 0.00	1 0.33 20.00 1.05	3 1.00 60.00 2.50	1 0.33 20.00 2.70	0 0.00 0.00 0.00	5 1.67
02	0 0.00 0.00 0.00	1 0.33 100.00 1.05	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
03	0 0.00 0.00 0.00	1 0.33 100.00 1.05	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	32 10.70	95 31.77	120 40.13	37 12.37	15 5.02	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	32	32	10.70	10.70
2	*****	95	127	31.77	42.47
3	*****	120	247	40.13	82.61
4	*****	37	284	12.37	94.98
5	***	15	299	5.02	100.00

20 40 60 80 100 120  
 Frequency

Table 28, Continued. Table of Paygrade by Q23 (UNMUSC Humanitarian Relief).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 0.71	1 0.33 20.00 0.98	2 0.67 40.00 5.71	1 0.33 20.00 6.25	0 0.00 0.00 0.00	5 1.67
E2	33 11.04 35.11 23.40	34 11.37 36.17 33.33	19 6.35 20.21 54.29	5 1.67 5.32 31.25	3 1.00 3.19 60.00	94 31.44
E3	52 17.39 46.85 36.88	43 14.38 38.74 42.16	8 2.68 7.21 22.86	6 2.01 5.41 37.50	2 0.67 1.80 40.00	111 37.12
E4	42 14.05 62.69 29.79	17 5.69 25.37 16.67	5 1.67 7.46 14.29	3 1.00 4.48 18.75	0 0.00 0.00 0.00	67 22.41
E5	5 1.67 55.56 3.55	2 0.67 22.22 1.96	1 0.33 11.11 2.86	1 0.33 11.11 6.25	0 0.00 0.00 0.00	9 3.01
Total	141 47.16	102 34.11	35 11.71	16 5.35	5 1.67	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	141	141	47.16	47.16
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	102	243	34.11	81.27
3	XXXXXX	35	278	11.71	92.98
4	XXX	16	294	5.35	98.33
5	X	5	299	1.67	100.00

20 40 60 80 100 120 140  
 Frequency

Table 29. Table of Paygrade by Q24 (UNMUNC Drug Enforcement).  
Continued next page.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 0.71	4 1.34 80.00 3.92	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.71	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	4 1.34 80.00 2.84	1 0.33 20.00 0.98	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.71	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.71	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	141 47.16	102 34.11	35 11.71	16 5.35	5 1.67	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	141	141	47.16	47.16
2	XXXXXXXXXXXXXXXXXXXX	102	243	34.11	81.27
3	XXXXXX	35	278	11.71	92.98
4	XXX	16	294	5.35	98.33
5	X	5	299	1.67	100.00

20 40 60 80 100 120 140  
 Frequency

Table 29, Continued. Table of Paygrade by Q24 (UNMUNC Drug Enforcement).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	4 1.34 80.00 3.36	1 0.33 20.00 2.94	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	32 10.70 34.04 24.24	40 13.38 42.55 33.61	14 4.68 14.89 41.18	3 1.00 3.19 50.00	5 1.67 5.32 62.50	94 31.44
E3	48 16.05 43.24 36.36	49 16.39 44.14 41.18	10 3.34 9.01 29.41	2 0.67 1.80 33.33	2 0.67 1.80 25.00	111 37.12
E4	40 13.38 59.70 30.30	18 6.02 26.87 15.13	7 2.34 10.45 20.59	1 0.33 1.49 16.67	1 0.33 1.49 12.50	67 22.41
E5	5 1.67 55.56 3.79	3 1.00 33.33 2.52	1 0.33 11.11 2.94	0 0.00 0.00 0.00	0 0.00 0.00 0.00	9 3.01
Total	132 44.15	119 39.80	34 11.37	6 2.01	8 2.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	132	132	44.15	44.15
2	XXXXXXXXXXXXXXXXXXXX	119	251	39.80	83.95
3	XXXXXXX	34	285	11.37	95.32
4	X	6	291	2.01	97.32
5	XX	8	299	2.68	100.00

20 40 60 80 100 120  
 Frequency

Table 30. Table of Paygrade by Q25 (UNMUNC Disaster Relief).  
Continued next page.

Frequency/ Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 0.76	4 1.34 80.00 3.36	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.76	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 2.27	1 0.33 20.00 0.84	1 0.33 20.00 2.94	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.76	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.76	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	132 44.15	119 39.80	34 11.37	6 2.01	8 2.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXX	132	132	44.15	44.15
2	XXXXXXXXXXXXXXXXXXXXXXX	119	251	39.80	83.95
3	XXXXXXX	34	285	11.37	95.32
4	X	6	291	2.01	97.32
5	XX	8	299	2.68	100.00

20 40 60 80 100 120  
 Frequency

Table 30, Continued. Table of Paygrade by Q25 (UNMUNC Disaster Relief).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	4 1.34 80.00 3.36	1 0.33 20.00 4.55	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	39 13.04 41.49 26.71	40 13.38 42.55 33.61	8 2.68 8.51 36.36	3 1.00 3.19 60.00	4 1.34 4.26 57.14	94 31.44
E3	50 16.72 45.05 34.25	51 17.06 45.95 42.86	7 2.34 6.31 31.82	1 0.33 0.90 20.00	2 0.67 1.80 28.57	111 37.12
E4	44 14.72 65.67 30.14	17 5.69 25.37 14.29	5 1.67 7.46 22.73	0 0.00 0.00 0.00	1 0.33 1.49 14.29	67 22.41
E5	6 2.01 66.67 4.11	2 0.67 22.22 1.68	0 0.00 0.00 0.00	1 0.33 11.11 20.00	0 0.00 0.00 0.00	9 3.01
Total	146 48.83	119 39.80	22 7.36	5 1.67	7 2.34	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	146	146	48.83	48.83
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	119	265	39.80	88.63
3	XXXX	22	287	7.36	95.99
4	X	5	292	1.67	97.66
5	X	7	299	2.34	100.00

20 40 60 80 100 120 140  
 Frequency

Table 31. Table of Paygrade by Q26 (UNMUNC Environmental Clean Up).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 0.68	4 1.34 80.00 3.36	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.68	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 2.05	1 0.33 20.00 0.84	1 0.33 20.00 4.55	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.68	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.68	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	146 48.83	119 39.80	22 7.36	5 1.67	7 2.34	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	146	146	48.83	48.83
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	119	265	39.80	88.63
3	XXX	22	287	7.36	95.99
4	X	5	292	1.67	97.66
5	X	7	299	2.34	100.00

20 40 60 80 100 120 140  
 Frequency

Table 31, Continued. Table of Paygrade by Q26 (UNMUNC Environmental Clean Up).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 0.86	2 0.67 40.00 2.15	2 0.67 40.00 2.99	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	29 9.70 30.85 25.00	25 8.36 26.60 26.88	31 10.37 32.98 46.27	5 1.67 5.32 41.67	4 1.34 4.26 36.36	94 31.44
E3	42 14.05 37.84 36.21	41 13.71 36.94 44.09	20 6.69 18.02 29.85	5 1.67 4.50 41.67	3 1.00 2.70 27.27	111 37.12
E4	32 10.70 47.76 27.59	16 5.35 23.88 17.20	14 4.68 20.90 20.90	2 0.67 2.99 16.67	3 1.00 4.48 27.27	67 22.41
E5	5 1.67 55.56 4.31	3 1.00 33.33 3.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 11.11 9.09	9 3.01
Total	116 38.80	93 31.10	67 22.41	12 4.01	11 3.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	116	116	38.80	38.80
2	XXXXXXXXXXXXXXXXXXXX	93	209	31.10	69.90
3	XXXXXXXXXXXX	67	276	22.41	92.31
4	XX	12	288	4.01	96.32
5	XX	11	299	3.68	100.00

20 40 60 80 100  
 Frequency

Table 32. Table of Paygrade by Q27 (UNMUNC Peace Keeping).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 0.86	4 1.34 80.00 4.30	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 2.59	2 0.67 40.00 2.15	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	116 38.80	93 31.10	67 22.41	12 4.01	11 3.68	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	116	116	38.80	38.80
2	XXXXXXXXXXXXXXXXXXXX	93	209	31.10	69.90
3	XXXXXXXXXXXX	67	276	22.41	92.31
4	XX	12	288	4.01	96.32
5	XX	11	299	3.68	100.00

20 40 60 80 100  
 Frequency

Table 32, Continued. Table of Paygrade by Q27 (UNMUNC Peace Keeping).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 0.72	2 0.67 40.00 1.67	1 0.33 20.00 3.85	0 0.00 0.00 0.00	1 0.33 20.00 11.11	5 1.67
E2	35 11.71 37.23 25.36	46 15.38 48.94 38.33	8 2.68 8.51 30.77	1 0.33 1.06 16.67	4 1.34 4.26 44.44	94 31.44
E3	46 15.38 41.44 33.33	51 17.06 45.95 42.50	9 3.01 8.11 34.62	2 0.67 1.80 33.33	3 1.00 2.70 33.33	111 37.12
E4	44 14.72 65.67 31.88	13 4.35 19.40 10.83	7 2.34 10.45 26.92	2 0.67 2.99 33.33	1 0.33 1.49 11.11	67 22.41
E5	5 1.67 55.56 3.62	3 1.00 33.33 2.50	0 0.00 0.00 0.00	1 0.33 11.11 16.67	0 0.00 0.00 0.00	9 3.01
Total	138 46.15	120 40.13	26 8.70	6 2.01	9 3.01	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	138	138	46.15	46.15
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	120	258	40.13	86.29
3	XXXXX	26	284	8.70	94.98
4	*	6	290	2.01	96.99
5	**	9	299	3.01	100.00

20 40 60 80 100 120 140  
 Frequency

Table 33. Table of Paygrade by Q28 (UNMUNC Nation Building).  
Continued next page.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 0.72	4 1.34 80.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.72	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 2.17	1 0.33 20.00 0.83	1 0.33 20.00 3.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.72	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.72	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	138 46.15	120 40.13	26 8.70	6 2.01	9 3.01	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	138	138	46.15	46.15
2	*****	120	258	40.13	86.29
3	*****	26	284	8.70	94.98
4	*	6	290	2.01	96.99
5	**	9	299	3.01	100.00

+-----+  
 20 40 60 80 100 120 140  
 Frequency

Table 33, Continued. Table of Paygrade by Q28 (UNMUNC Nation Building).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 0.87	1 0.33 20.00 0.93	2 0.67 40.00 3.51	0 0.00 0.00 0.00	1 0.33 20.00 7.69	5 1.67
E2	25 8.36 26.60 21.74	37 12.37 39.36 34.58	22 7.36 23.40 38.60	2 0.67 2.13 28.57	8 2.68 8.51 61.54	94 31.44
E3	41 13.71 36.94 35.65	43 14.38 38.74 40.19	22 7.36 19.82 38.60	2 0.67 1.80 28.57	3 1.00 2.70 23.08	111 37.12
E4	36 12.04 53.73 31.30	18 6.02 26.87 16.82	11 3.68 16.42 19.30	2 0.67 2.99 28.57	0 0.00 0.00 0.00	67 22.41
E5	5 1.67 55.56 4.35	2 0.67 22.22 1.87	0 0.00 0.00 0.00	1 0.33 11.11 14.29	1 0.33 11.11 7.69	9 3.01
Total	115 38.46	107 35.79	57 19.06	7 2.34	13 4.35	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	115	115	38.46	38.46
2	XXXXXXXXXXXXXXXXXXXX	107	222	35.79	74.25
3	XXXXXXXXXX	57	279	19.06	93.31
4	X	7	286	2.34	95.65
5	XXX	13	299	4.35	100.00

20 40 60 80 100  
 Frequency

Table 34. Table of Paygrade by Q29 (UNMUNC Humanitarian Relief).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 0.87	4 1.34 80.00 3.74	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.87	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 2.61	2 0.67 40.00 1.87	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.87	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.87	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	115 38.46	107 35.79	57 19.06	7 2.34	13 4.35	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	115	115	38.46	38.46
2	XXXXXXXXXXXXXXXXXXXX	107	222	35.79	74.25
3	XXXXXXXXXX	57	279	19.06	93.31
4	X	7	286	2.34	95.65
5	XXX	13	299	4.35	100.00

20 40 60 80 100  
 Frequency

Table 34, Continued. Table of Paygrade by Q29 (UNMUNC Humanitarian Relief).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 0.70	4 1.34 80.00 3.60	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	38 12.71 40.43 26.57	35 11.71 37.23 31.53	11 3.68 11.70 47.83	6 2.01 6.38 50.00	4 1.34 4.26 40.00	94 31.44
E3	50 16.72 45.05 34.97	44 14.72 39.64 39.64	7 2.34 6.31 30.43	5 1.67 4.50 41.67	5 1.67 4.50 50.00	111 37.12
E4	41 13.71 61.19 28.67	20 6.69 29.85 18.02	4 1.34 5.97 17.39	1 0.33 1.49 8.33	1 0.33 1.49 10.00	67 22.41
E5	5 1.67 55.56 3.50	3 1.00 33.33 2.70	1 0.33 11.11 4.35	0 0.00 0.00 0.00	0 0.00 0.00 0.00	9 3.01
Total	143 47.83	111 37.12	23 7.69	12 4.01	10 3.34	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	143	143	47.83	47.83
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	111	254	37.12	84.95
3	XXXX	23	277	7.69	92.64
4	XX	12	289	4.01	96.66
5	XX	10	299	3.34	100.00

+-----+  
 20 40 60 80 100 120 140  
 Frequency

Table 35. Table of Paygrade by Q30 (UNMUNC Police Action).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 0.70	4 1.34 80.00 3.60	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.70	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
01	4 1.34 80.00 2.80	1 0.33 20.00 0.90	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
02	1 0.33 100.00 0.70	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
03	1 0.33 100.00 0.70	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	143 47.83	111 37.12	23 7.69	12 4.01	10 3.34	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	143	143	47.83	47.83
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	111	254	37.12	84.95
3	XXXXX	23	277	7.69	92.64
4	XX	12	289	4.01	96.66
5	XX	10	299	3.34	100.00

+-----+  
 20 40 60 80 100 120 140  
 Frequency

Table 35, Continued. Table of Paygrade by Q30 (UNMUNC Police Action).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	1 0.33 20.00 1.54	3 1.00 60.00 2.10	0 0.00 0.00 0.00	1 0.33 20.00 5.00	5 1.67
E2	6 2.01 6.38 20.00	28 9.36 29.79 43.08	42 14.05 44.68 29.37	11 3.68 11.70 26.83	7 2.34 7.45 35.00	94 31.44
E3	13 4.35 11.71 43.33	26 8.70 23.42 40.00	54 18.06 48.65 37.76	9 3.01 8.11 21.95	9 3.01 8.11 45.00	111 37.12
E4	9 3.01 13.43 30.00	9 3.01 13.43 13.85	30 10.03 44.78 20.98	16 5.35 23.88 39.02	3 1.00 4.48 15.00	67 22.41
E5	0 0.00 0.00 0.00	1 0.33 11.11 1.54	6 2.01 66.67 4.20	2 0.67 22.22 4.88	0 0.00 0.00 0.00	9 3.01
Total	30 10.03	65 21.74	143 47.83	41 13.71	20 6.69	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	30	30	10.03	10.03
2	*****	65	95	21.74	31.77
3	*****	143	238	47.83	79.60
4	*****	41	279	13.71	93.31
5	****	20	299	6.69	100.00

20 40 60 80 100 120 140

Frequency

Table 36. Table of Paygrade by Q31 (FTX USC UN Soldiers).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67 100.00 3.50	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 2.44	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.00 60.00 2.10	2 0.67 40.00 4.88	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	30 10.03	65 21.74	143 47.83	41 13.71	20 6.69	299 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	30	30	10.03	10.03
2	*****	65	95	21.74	31.77
3	*****	143	238	47.83	79.60
4	*****	41	279	13.71	93.31
5	***	20	299	6.69	100.00

+-----+  
 20 40 60 80 100 120 140  
 Frequency

Table 36, Continued. Table of Paygrade by Q31 (FTX USC UN Soldiers).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	1 0.33 20.00 1.59	2 0.67 40.00 1.37	0 0.00 0.00 0.00	2 0.67 40.00 10.53	5 1.67
E2	9 3.00 9.47 25.00	24 8.00 25.26 38.10	51 17.00 53.68 34.93	6 2.00 6.32 16.67	5 1.67 5.26 26.32	95 31.67
E3	10 3.33 9.01 27.78	23 7.67 20.72 36.51	55 18.33 49.55 37.67	16 5.33 14.41 44.44	7 2.33 6.31 36.84	111 37.00
E4	14 4.67 20.90 38.89	11 3.67 16.42 17.46	28 9.33 41.79 19.18	10 3.33 14.93 27.78	4 1.33 5.97 21.05	67 22.33
E5	0 0.00 0.00 0.00	3 1.00 33.33 4.76	4 1.33 44.44 2.74	1 0.33 11.11 2.78	1 0.33 11.11 5.26	9 3.00
Total	36 12.00	63 21.00	146 48.67	36 12.00	19 6.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXX	36	36	12.00	12.00
2	XXXXXXXXXXXX	63	99	21.00	33.00
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	146	245	48.67	81.67
4	XXXXXX	36	281	12.00	93.67
5	XXX	19	300	6.33	100.00

20 40 60 80 100 120 140

Frequency

Table 37. Table of Paygrade by Q32 (FTX UNM USC).  
Continued next page.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 2.78	1 0.33 20.00 1.59	3 1.00 60.00 2.05	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 2.78	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.00 60.00 2.05	2 0.67 40.00 5.56	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 2.78	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 2.78	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	36 12.00	63 21.00	146 48.67	36 12.00	19 6.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXX	36	36	12.00	12.00
2	XXXXXXXXXXXX	63	99	21.00	33.00
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	146	245	48.67	81.67
4	XXXXXX	36	281	12.00	93.67
5	XXXX	19	300	6.33	100.00

+-----+  
 20 40 60 80 100 120 140  
 Frequency

Table 37, Continued. Table of Paygrade by Q32 (FTX UNM USC).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	2 0.67 40.00 2.50	1 0.33 20.00 0.76	2 0.67 40.00 3.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	20 6.67 21.05 25.00	45 15.00 47.37 34.35	21 7.00 22.11 33.87	4 1.33 4.21 28.57	5 1.67 5.26 38.46	95 31.67
E3	28 9.33 25.23 35.00	52 17.33 46.85 39.69	23 7.67 20.72 37.10	4 1.33 3.60 28.57	4 1.33 3.60 30.77	111 37.00
E4	22 7.33 32.84 27.50	25 8.33 37.31 19.08	13 4.33 19.40 20.97	4 1.33 5.97 28.57	3 1.00 4.48 23.08	67 22.33
E5	3 1.00 33.33 3.75	4 1.33 44.44 3.05	0 0.00 0.00 0.00	1 0.33 11.11 7.14	1 0.33 11.11 7.69	9 3.00
Total	80 26.67	131 43.67	62 20.67	14 4.67	13 4.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXX	80	80	26.67	26.67
2	XXXXXXXXXXXXXXXXXXXXX	131	211	43.67	70.33
3	XXXXXXXXXXXXX	62	273	20.67	91.00
4	XXX	14	287	4.67	95.67
5	XXX	13	300	4.33	100.00

20 40 60 80 100 120  
 Frequency

Table 38. Table of Paygrade by Q33 (FTX UNM UNC US Soldiers).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 1.25	3 1.00 60.00 2.29	1 0.33 20.00 1.61	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	1 0.33 20.00 1.25	1 0.33 20.00 0.76	2 0.67 40.00 3.23	1 0.33 20.00 7.14	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	80 26.67	131 43.67	62 20.67	14 4.67	13 4.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	80	80	26.67	26.67
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	131	211	43.67	70.33
3	XXXXXXXXXXXX	62	273	20.67	91.00
4	XXX	14	287	4.67	95.67
5	XXX	13	300	4.33	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 38, Continued. Table of Paygrade by Q33 (FTX UNM UNC US Soldiers).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	2 0.67 40.00 3.28	3 1.00 60.00 2.31	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	3 1.00 3.16 30.00	18 6.00 18.95 29.51	50 16.67 52.63 38.46	21 7.00 22.11 24.42	3 1.00 3.16 23.08	95 31.67
E3	2 0.67 1.80 20.00	24 8.00 21.62 39.34	52 17.33 46.85 40.00	27 9.00 24.32 31.40	6 2.00 5.41 46.15	111 37.00
E4	5 1.67 7.46 50.00	12 4.00 17.91 19.67	17 5.67 25.37 13.08	30 10.00 44.78 34.88	3 1.00 4.48 23.08	67 22.33
E5	0 0.00 0.00 0.00	2 0.67 22.22 3.28	3 1.00 33.33 2.31	3 1.00 33.33 3.49	1 0.33 11.11 7.69	9 3.00
Total	10 3.33	61 20.33	130 43.33	86 28.67	13 4.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XX	10	10	3.33	3.33
2	XXXXXXXXXX	61	71	20.33	23.67
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	130	201	43.33	67.00
4	XXXXXXXXXXXXXXXXXXXX	86	287	28.67	95.67
5	XXX	13	300	4.33	100.00

20 40 60 80 100 120

Frequency

Table 39. Table of Paygrade by Q34 (UNM USC).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	1 0.33 20.00 1.64	2 0.67 40.00 1.54	2 0.67 40.00 2.33	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 1.16	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	1 0.33 20.00 1.64	2 0.67 40.00 1.54	2 0.67 40.00 2.33	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 1.64	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.77	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	10 3.33	61 20.33	130 43.33	86 28.67	13 4.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	***	10	10	3.33	3.33
2	*****	61	71	20.33	23.67
3	*****	130	201	43.33	67.00
4	*****	86	287	28.67	95.67
5	***	13	300	4.33	100.00

20 40 60 80 100 120  
 Frequency

Table 39, Continued. Table of Paygrade by Q34 (UNM USC).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 1.12	2 0.67 40.00 1.59	2 0.67 40.00 3.70	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	22 7.33 23.16 24.72	37 12.33 38.95 29.37	23 7.67 24.21 42.59	4 1.33 4.21 44.44	9 3.00 9.47 40.91	95 31.67
E3	33 11.00 29.73 37.08	52 17.33 46.85 41.27	16 5.33 14.41 29.63	4 1.33 3.60 44.44	6 2.00 5.41 27.27	111 37.00
E4	24 8.00 35.82 26.97	27 9.00 40.30 21.43	9 3.00 13.43 16.67	1 0.33 1.49 11.11	6 2.00 8.96 27.27	67 22.33
E5	1 0.33 11.11 1.12	6 2.00 66.67 4.76	1 0.33 11.11 1.85	0 0.00 0.00 0.00	1 0.33 11.11 4.55	9 3.00
Total	89 29.67	126 42.00	54 18.00	9 3.00	22 7.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	89	89	29.67	29.67
2	XXXXXXXXXXXXXXXXXXXX	126	215	42.00	71.67
3	XXXXXXXXXX	54	269	18.00	89.67
4	XX	9	278	3.00	92.67
5	XXXX	22	300	7.33	100.00

20 40 60 80 100 120  
 Frequency

Table 40. Table of Paygrade by Q35 (UNM UNC).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	2 0.67 40.00 2.25	2 0.67 40.00 1.59	1 0.33 20.00 1.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.12	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 3.37	0 0.00 0.00 0.00	2 0.67 40.00 3.70	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 1.12	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 1.12	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	89 29.67	126 42.00	54 18.00	9 3.00	22 7.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	89	89	29.67	29.67
2	XXXXXXXXXXXXXXXXXXXX	126	215	42.00	71.67
3	XXXXXXXXXX	54	269	18.00	89.67
4	XX	9	278	3.00	92.67
5	XXXX	22	300	7.33	100.00

20 40 60 80 100 120  
 Frequency

Table 40, Continued. Table of Paygrade by Q35 (UNM UNC).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00	4 1.33 80.00 3.67	0 0.00 0.00	1 0.33 20.00 14.29	0 0.00 0.00	5 1.67
E2	26 8.67 27.37 21.49	33 11.00 34.74 30.28	22 7.33 23.16 56.41	2 0.67 2.11 28.57	12 4.00 12.63 50.00	95 31.67
E3	44 14.67 39.64 36.36	48 16.00 43.24 44.04	12 4.00 10.81 30.77	1 0.33 0.90 14.29	6 2.00 5.41 25.00	111 37.00
E4	38 12.67 56.72 31.40	18 6.00 26.87 16.51	4 1.33 5.97 10.26	2 0.67 2.99 28.57	5 1.67 7.46 20.83	67 22.33
E5	4 1.33 44.44 3.31	3 1.00 33.33 2.75	0 0.00 0.00 0.00	1 0.33 11.11 14.29	1 0.33 11.11 4.17	9 3.00
Total	121 40.33	109 36.33	39 13.00	7 2.33	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	121	121	40.33	40.33
2	*****	109	230	36.33	76.67
3	*****	39	269	13.00	89.67
4	*	7	276	2.33	92.00
5	*****	24	300	8.00	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 41. Table of Paygrade by Q36 (UNM UN NCO-S & Officers).  
Continued next page.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	3 1.00 60.00 2.48	2 0.67 40.00 1.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 2.48	1 0.33 20.00 0.92	1 0.33 20.00 2.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.83	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	121 40.33	109 36.33	39 13.00	7 2.33	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	121	121	40.33	40.33
2	XXXXXXXXXXXXXXXXXXXX	109	230	36.33	76.67
3	XXXXXXX	39	269	13.00	89.67
4	X	7	276	2.33	92.00
5	XXXX	24	300	8.00	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 41, Continued. Table of Paygrade by Q36 (UNM UN NCO-S & Officers).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	2 0.67 40.00 2.11	2 0.67 40.00 2.17	0 0.00 0.00 0.00	1 0.33 20.00 4.35	5 1.67
E2	18 6.00 18.95 22.78	31 10.33 32.63 32.63	34 11.33 35.79 36.96	2 0.67 2.11 18.18	10 3.33 10.53 43.48	95 31.67
E3	30 10.00 27.03 37.97	37 12.33 33.33 38.95	33 11.00 29.73 35.87	5 1.67 4.50 45.45	6 2.00 5.41 26.09	111 37.00
E4	24 8.00 35.82 30.38	18 6.00 26.87 18.95	19 6.33 28.36 20.65	2 0.67 2.99 18.18	4 1.33 5.97 17.39	67 22.33
E5	2 0.67 22.22 2.53	3 1.00 33.33 3.16	2 0.67 22.22 2.17	1 0.33 11.11 9.09	1 0.33 11.11 4.35	9 3.00
Total	79 26.33	95 31.67	92 30.67	11 3.67	23 7.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XX	79	79	26.33	26.33
2	XX	95	174	31.67	58.00
3	XX	92	266	30.67	88.67
4	XXX	11	277	3.67	92.33
5	XXXXXXX	23	300	7.67	100.00

10 20 30 40 50 60 70 80 90  
 Frequency

Table 42. Table of Paygrade by Q37 (UN in US Fireteams).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 1.27	2 0.67 40.00 2.11	1 0.33 20.00 1.09	1 0.33 20.00 9.09	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
01	1 0.33 20.00 1.27	2 0.67 40.00 2.11	1 0.33 20.00 1.09	0 0.00 0.00 0.00	1 0.33 20.00 4.35	5 1.67
02	1 0.33 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
03	1 0.33 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	79 26.33	95 31.67	92 30.67	11 3.67	23 7.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	79	79	26.33	26.33
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	95	174	31.67	58.00
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	92	266	30.67	88.67
4	XXXX	11	277	3.67	92.33
5	XXXXXXX	23	300	7.67	100.00

10 20 30 40 50 60 70 80 90

Frequency

Table 42, Continued. Table of Paygrade by Q37 (UN in US Fireteams).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	2 0.67 40.00 1.69	2 0.67 40.00 1.98	1 0.33 20.00 2.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	28 9.33 29.47 23.73	35 11.67 36.84 34.65	22 7.33 23.16 44.00	4 1.33 4.21 40.00	6 2.00 6.32 28.57	95 31.67
E3	44 14.67 39.64 37.29	43 14.33 38.74 42.57	11 3.67 9.91 22.00	4 1.33 3.60 40.00	9 3.00 8.11 42.86	111 37.00
E4	35 11.67 52.24 29.66	15 5.00 22.39 14.85	12 4.00 17.91 24.00	1 0.33 1.49 10.00	4 1.33 5.97 19.05	67 22.33
E5	3 1.00 33.33 2.54	2 0.67 22.22 1.98	3 1.00 33.33 6.00	0 0.00 0.00 0.00	1 0.33 11.11 4.76	9 3.00
Total	118 39.33	101 33.67	50 16.67	10 3.33	21 7.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	118	118	39.33	39.33
2	XXXXXXXXXXXXXXXXXXXX	101	219	33.67	73.00
3	XXXXXXXXXX	50	269	16.67	89.67
4	XX	10	279	3.33	93.00
5	XXXX	21	300	7.00	100.00

20 40 60 80 100 120  
 Frequency

Table 43. Table of Paygrade by Q38 (UN C.O. over US).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 0.85	2 0.67 40.00 1.98	0 0.00 0.00 0.00	1 0.33 20.00 10.00	1 0.33 20.00 4.76	5 1.67
E7	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	2 0.67 40.00 1.69	2 0.67 40.00 1.98	1 0.33 20.00 2.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	118 39.33	101 33.67	50 16.67	10 3.33	21 7.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	118	118	39.33	39.33
2	XXXXXXXXXXXXXXXXXXXX	101	219	33.67	73.00
3	XXXXXXXXXX	50	269	16.67	89.67
4	XX	10	279	3.33	93.00
5	XXXX	21	300	7.00	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 43, Continued. Table of Paygrade by Q38 (UN C.O over US).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	2 0.67 40.00 1.56	0 0.00 0.00 0.00	2 0.67 40.00 3.57	0 0.00 0.00 0.00	1 0.33 20.00 4.17	5 1.67
E2	26 8.67 27.37 20.31	29 9.67 30.53 39.19	24 8.00 25.26 42.86	7 2.33 7.37 38.89	9 3.00 9.47 37.50	95 31.67
E3	46 15.33 41.44 35.94	31 10.33 27.93 41.89	17 5.67 15.32 30.36	9 3.00 8.11 50.00	8 2.67 7.21 33.33	111 37.00
E4	39 13.00 58.21 30.47	9 3.00 13.43 12.16	12 4.00 17.91 21.43	2 0.67 2.99 11.11	5 1.67 7.46 20.83	67 22.33
E5	6 2.00 66.67 4.69	2 0.67 22.22 2.70	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 11.11 4.17	9 3.00
Total	128 42.67	74 24.67	56 18.67	18 6.00	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	128	128	42.67	42.67
2	XXXXXXXXXXXX	74	202	24.67	67.33
3	XXXXXXXXXX	56	258	18.67	86.00
4	XXXX	18	276	6.00	92.00
5	XXXX	24	300	8.00	100.00

20 40 60 80 100 120  
 Frequency

Table 44. Table of Paygrade by Q39 (US C-IN-C given to UN).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	3 1.00 60.00 2.34	1 0.33 20.00 1.35	1 0.33 20.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.78	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 2.34	2 0.67 40.00 2.70	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.78	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.78	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	128 42.67	74 24.67	56 18.67	18 6.00	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	128	128	42.67	42.67
2	XXXXXXXXXXXX	74	202	24.67	67.33
3	XXXXXXXX	56	258	18.67	86.00
4	XXXX	18	276	6.00	92.00
5	XXXX	24	300	8.00	100.00

20 40 60 80 100 120  
 Frequency

Table 44, Continued. Table of Paygrade by Q39 (US C-IN-C given to UN).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	3 1.00 60.00 4.41	1 0.33 20.00 0.97	1 0.33 20.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	15 5.00 15.79 22.06	30 10.00 31.58 29.13	33 11.00 34.74 41.25	1 0.33 1.05 12.50	16 5.33 16.84 39.02	95 31.67
E3	28 9.33 25.23 41.18	43 14.33 38.74 41.75	22 7.33 19.82 27.50	3 1.00 2.70 37.50	15 5.00 13.51 36.59	111 37.00
E4	15 5.00 22.39 22.06	20 6.67 29.85 19.42	20 6.67 29.85 25.00	3 1.00 4.48 37.50	9 3.00 13.43 21.95	67 22.33
E5	4 1.33 44.44 5.88	3 1.00 33.33 2.91	2 0.67 22.22 2.50	0 0.00 0.00 0.00	0 0.00 0.00 0.00	9 3.00
Total	68 22.67	103 34.33	80 26.67	8 2.67	41 13.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	68	68	22.67	22.67
2	*****	103	171	34.33	57.00
3	*****	80	251	26.67	83.67
4	***	8	259	2.67	86.33
5	*****	41	300	13.67	100.00

10 20 30 40 50 60 70 80 90 100  
 Frequency

Table 45. Table of Paygrade by Q40 (Oath of Office Conflict).  
Continued next page.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	2 0.67 40.00 1.94	2 0.67 40.00 2.50	1 0.33 20.00 12.50	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.47	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	4 1.33 80.00 3.88	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 20.00 2.44	5 1.67
O2	1 0.33 100.00 1.47	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 1.47	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	68 22.67	103 34.33	80 26.67	8 2.67	41 13.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	68	68	22.67	22.67
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	103	171	34.33	57.00
3	XXXXXXXXXXXXXXXXXXXX	80	251	26.67	83.67
4	XX	8	259	2.67	86.33
5	XXXXXXXXXX	41	300	13.67	100.00

10 20 30 40 50 60 70 80 90 100

Frequency

Table 45, Continued. Table of Paygrade by Q40 (Oath of Office Conflict).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	0 0.00 0.00 0.00	3 1.00 60.00 3.41	1 0.33 20.00 0.81	0 0.00 0.00 0.00	1 0.33 20.00 5.26	5 1.67
E2	12 4.00 12.63 30.00	24 8.00 25.26 27.27	39 13.00 41.05 31.45	8 2.67 8.42 27.59	12 4.00 12.63 63.16	95 31.67
E3	13 4.33 11.71 32.50	38 12.67 34.23 43.18	48 16.00 43.24 38.71	9 3.00 8.11 31.03	3 1.00 2.70 15.79	111 37.00
E4	12 4.00 17.91 30.00	16 5.33 23.88 18.18	26 8.67 38.81 20.97	10 3.33 14.93 34.48	3 1.00 4.48 15.79	67 22.33
E5	1 0.33 11.11 2.50	2 0.67 22.22 2.27	5 1.67 55.56 4.03	1 0.33 11.11 3.45	0 0.00 0.00 0.00	9 3.00
Total	40 13.33	88 29.33	124 41.33	29 9.67	19 6.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	40	40	13.33	13.33
2	*****	88	128	29.33	42.67
3	*****	124	252	41.33	84.00
4	*****	29	281	9.67	93.67
5	****	19	300	6.33	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 46. Table of Paygrade by Q41 (Combat Effect. Lost in UNM).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00	2 0.67 40.00 2.27	2 0.67 40.00 1.61	1 0.33 20.00 3.45	0 0.00 0.00 0.00	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 0.81	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	3 1.00 60.00 3.41	2 0.67 40.00 1.61	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 2.50	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 2.50	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	40 13.33	88 29.33	124 41.33	29 9.67	19 6.33	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	*****	40	40	13.33	13.33
2	*****	88	128	29.33	42.67
3	*****	124	252	41.33	84.00
4	*****	29	281	9.67	93.67
5	***	19	300	6.33	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 46, Continued. Table of Paygrade by Q41 (Combat Effect. Lost in UNM).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 1.49	2 0.67 40.00 1.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.67 40.00 5.13	5 1.67
E2	20 6.67 21.05 29.85	23 7.67 24.21 21.70	33 11.00 34.74 46.48	4 1.33 4.21 23.53	15 5.00 15.79 38.46	95 31.67
E3	25 8.33 22.52 37.31	45 15.00 40.54 42.45	20 6.67 18.02 28.17	6 2.00 5.41 35.29	15 5.00 13.51 38.46	111 37.00
E4	16 5.33 23.88 23.88	25 8.33 37.31 23.58	16 5.33 23.88 22.54	5 1.67 7.46 29.41	5 1.67 7.46 12.82	67 22.33
E5	1 0.33 11.11 1.49	5 1.67 55.56 4.72	1 0.33 11.11 1.41	1 0.33 11.11 5.88	1 0.33 11.11 2.56	9 3.00
Total	67 22.33	106 35.33	71 23.67	17 5.67	39 13.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	67	67	22.33	22.33
2	XX	106	173	35.33	57.67
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXX	71	244	23.67	81.33
4	XXXXXX	17	261	5.67	87.00
5	XXXXXXXXXXXX	39	300	13.00	100.00

10 20 30 40 50 60 70 80 90 100  
 Frequency

Table 47. Table of Paygrade by Q42 (US Permanent Unit in UN).  
Continued next page.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 1.01	3 1.00 60.00 2.75	1 0.33 20.00 1.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	21 7.00 22.11 21.21	37 12.33 38.95 33.94	27 9.00 28.42 45.76	2 0.67 2.11 20.00	8 2.67 8.42 34.78	95 31.67
E3	40 13.33 36.04 40.40	46 15.33 41.44 42.20	15 5.00 13.51 25.42	4 1.33 3.60 40.00	6 2.00 5.41 26.09	111 37.00
E4	28 9.33 41.79 28.28	19 6.33 28.36 17.43	11 3.67 16.42 18.64	2 0.67 2.99 20.00	7 2.33 10.45 30.43	67 22.33
E5	2 0.67 22.22 2.02	2 0.67 22.22 1.83	3 1.00 33.33 5.08	0 0.00 0.00 0.00	2 0.67 22.22 8.70	9 3.00
Total	99 33.00	109 36.33	59 19.67	10 3.33	23 7.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	99	99	33.00	33.00
2	XXXXXXXXXXXXXXXXXXXX	109	208	36.33	69.33
3	XXXXXXXXXXXX	59	267	19.67	89.00
4	XX	10	277	3.33	92.33
5	XXXX	23	300	7.67	100.00

20 40 60 80 100  
 Frequency

Table 48. Table of Paygrade by Q43 (US Volunteers for UN).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	1 0.33 20.00 1.01	2 0.67 40.00 1.83	0 0.00 0.00 0.00	2 0.67 40.00 20.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	3 1.00 60.00 3.03	0 0.00 0.00 0.00	2 0.67 40.00 3.39	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 1.01	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	99 33.00	109 36.33	59 19.67	10 3.33	23 7.67	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	99	99	33.00	33.00
2	XXXXXXXXXXXXXXXXXXXX	109	208	36.33	69.33
3	XXXXXXXXXXXX	59	267	19.67	89.00
4	XX	10	277	3.33	92.33
5	XXXX	23	300	7.67	100.00

20 40 60 80 100  
 Frequency

Table 48, Continued. Table of Paygrade by Q43 (US Volunteers for UN).

Frequency/ Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 1.67	3 1.00 60.00 2.97	1 0.33 20.00 1.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	15 5.00 15.79 25.00	30 10.00 31.58 29.70	31 10.33 32.63 33.70	12 4.00 12.63 52.17	7 2.33 7.37 29.17	95 31.67
E3	23 7.67 20.72 38.33	42 14.00 37.84 41.58	35 11.67 31.53 38.04	4 1.33 3.60 17.39	7 2.33 6.31 29.17	111 37.00
E4	17 5.67 25.37 28.33	16 5.33 23.88 15.84	19 6.33 28.36 20.63	6 2.00 8.96 26.09	9 3.00 13.43 37.50	67 22.33
E5	3 1.00 33.33 5.00	3 1.00 33.33 2.97	2 0.67 22.22 2.17	1 0.33 11.11 4.35	0 0.00 0.00 0.00	9 3.00
Total	60 20.00	101 33.67	92 30.67	23 7.67	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	60	60	20.00	20.00
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	101	161	33.67	53.67
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	92	253	30.67	84.33
4	XXXXXXXX	23	276	7.67	92.00
5	XXXXXXXX	24	300	8.00	100.00

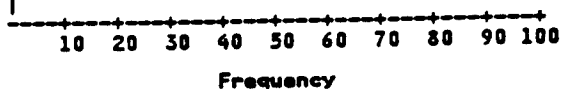


Table 49. Table of Paygrade by Q44 (Give it all to UN).  
Continued next page.



Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	0 0.00 0.00 0.00	3 1.00 60.00 2.97	1 0.33 20.00 1.09	0 0.00 0.00 0.00	1 0.33 20.00 4.17	5 1.67
E7	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 1.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	3 1.00 60.00 2.97	2 0.67 40.00 2.17	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	0 0.00 0.00 0.00	1 0.33 100.00 0.99	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 1.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	60 20.00	101 33.67	92 30.67	23 7.67	24 8.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	60	60	20.00	20.00
2	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	101	161	33.67	53.67
3	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	92	253	30.67	84.33
4	XXXXXXX	23	276	7.67	92.00
5	XXXXXXX	24	300	8.00	100.00

10 20 30 40 50 60 70 80 90 100

Frequency

Table 49, Continued. Table of Paygrade by Q44 (Give it all to UN).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	1 0.33 20.00 0.85	3 1.00 60.00 3.30	1 0.33 20.00 1.92	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E2	24 8.00 25.26 20.51	27 9.00 28.42 29.67	28 9.33 29.47 53.85	9 3.00 9.47 47.37	7 2.33 7.37 33.33	95 31.67
E3	53 17.67 47.75 45.30	34 11.33 30.63 37.36	12 4.00 10.81 23.08	5 1.67 4.50 26.32	7 2.33 6.31 33.33	111 37.00
E4	29 9.67 43.28 24.79	17 5.67 25.37 18.68	9 3.00 13.43 17.31	5 1.67 7.46 26.32	7 2.33 10.45 33.33	67 22.33
E5	4 1.33 44.44 3.42	3 1.00 33.33 3.30	2 0.67 22.22 3.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	9 3.00
Total	117 39.00	91 30.33	52 17.33	19 6.33	21 7.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	117	117	39.00	39.00
2	XXXXXXXXXXXXXXXXXXXX	91	208	30.33	69.33
3	XXXXXXXXXX	52	260	17.33	86.67
4	XXXX	19	279	6.33	93.00
5	XXXX	21	300	7.00	100.00

20 40 60 80 100  
 Frequency

Table 50. Table of Paygrade by Q45 (UN Code of Conduct).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	2 0.67 40.00 1.71	3 1.00 60.00 3.30	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	1 0.33 20.00 0.85	4 1.33 80.00 4.40	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
O2	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	1 0.33 100.00 0.85	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
Total	117 39.00	91 30.33	52 17.33	19 6.33	21 7.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXX	117	117	39.00	39.00
2	XXXXXXXXXXXXXXXXXXXX	91	208	30.33	69.33
3	XXXXXXXXXX	52	260	17.33	86.67
4	XXXX	19	279	6.33	93.00
5	XXXX	21	300	7.00	100.00

20 40 60 80 100  
 Frequency

Table 50, Continued. Table of Paygrade by Q45 (UN Code of Conduct).

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E1	3 1.00 60.00 2.36	0 0.00 0.00 0.00	1 0.33 20.00 1.79	0 0.00 0.00 0.00	1 0.33 20.00 2.78	5 1.67
E2	28 9.33 29.47 22.05	22 7.33 23.16 37.93	25 8.33 26.32 44.64	7 2.33 7.37 30.43	13 4.33 13.68 36.11	95 31.67
E3	58 19.33 52.25 45.67	22 7.33 19.82 37.93	11 3.67 9.91 19.64	10 3.33 9.01 43.48	10 3.33 9.01 27.78	111 37.00
E4	28 9.33 41.79 22.05	7 2.33 10.45 12.07	16 5.33 23.88 28.57	6 2.00 8.96 26.09	10 3.33 14.93 27.78	67 22.33
E5	5 1.67 55.56 3.94	3 1.00 33.33 5.17	1 0.33 11.11 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	9 3.00
Total	127 42.33	58 19.33	56 18.67	23 7.67	36 12.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXX	127	127	42.33	42.33
2	XXXXXXXXXXXXX	58	185	19.33	61.67
3	XXXXXXXXXXXXX	56	241	18.67	80.33
4	XXXXX	23	264	7.67	88.00
5	XXXXXX	36	300	12.00	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 51. Table of Paygrade by Q46 (US Military Fires on US Citizens).  
Continued next page.

Frequency Percent Row Pct Col Pct	1	2	3	4	5	Total
E6	3 1.00 60.00 2.36	1 0.33 20.00 1.72	1 0.33 20.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 1.67
E7	1 0.33 100.00 0.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O1	0 0.00 0.00 0.00	3 1.00 60.00 5.17	1 0.33 20.00 1.79	0 0.00 0.00 0.00	1 0.33 20.00 2.78	5 1.67
O2	1 0.33 100.00 0.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
O3	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 2.78	1 0.33
Total	127 42.33	58 19.33	56 18.67	23 7.67	36 12.00	300 100.00

		Freq	Cum. Freq	Percent	Cum. Percent
1	XXXXXXXXXXXXXXXXXXXXX	127	127	42.33	42.33
2	XXXXXXXXXX	58	185	19.33	61.67
3	XXXXXXXXXX	56	241	18.67	80.33
4	XXXX	23	264	7.67	88.00
5	XXXXXX	36	300	12.00	100.00

+-----+  
 20 40 60 80 100 120  
 Frequency

Table 51, Continued. Table of Paygrade by Q46 (US Military Fires on US Citizens).

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67. Friends several times called to say they had heard my name and The Combat Arms Survey discussed. Particular attention had been on question 46. These talk shows included, *The Mike Reagan Show*, *The Chuck Harter Show*, *The G. Gordon Liddy Show*, and *The Mike Savage Show*. Two of the syndicated articles I noticed were, "For militias, invaders of U.S. are everywhere", George de Lama, *Chicago Tribune*, Oct. 31, 1994, pg. 1. and "What became of liberals' devotion to privacy", Phyllis Schlafly, *Washington Times* and the *Conservative Chronicle*, Oct. 19, 1994. Articles also appeared in the Nov. 7, 1994 issues of *Navy Times*, *Army Times*, and *Navy Times-Marine Corps Edition*. The primary writer for this article was Margaret Roth. Numerous articles appeared in firearm magazines and papers, too numerous to list.
68. Comments written in the margin space under question 46 included: "What about the damn second amendment?", "I am fighting for and maintaining the peace that these U.S. citizens have. Why would I want to harm them in any way?!?", "Only if fired upon", "I feel this is a first in communism!", "Read the book 'None Dare Call it Conspiracy' by Gary Allen 1970", "How can you even ask?", "That's the job for the police", "I would not even consider it. The reasons we have guns is so that the

people can over throw the govt when or if the people think the govt is to powerful, "F..K NO", "Hell No! It is every American's right to own any their firearms..I fight for the freedom of every American. Not to shot on them if they don't comply", "only if directly ordered by my chain of command!!", "Right to bare firearms!", "don't know until I get there", "Freedom to bear arms is Our Second Amendment. If you take our Amendments Away than you can take this job and stick it where the sun don't shine!", "Goes against constitutional rights-The Right To Bear Arms.", "wrong!", "As an American Fighting Man Governed By The Articles of The UCMJ", "It is a right to own Firearms for defense (2nd Amendment) I would fight for that right!". (quotes exactly as they appeared on the survey originals)

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